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FAIR HOUSING/EQUAL OPPORTUNITY

All grantees of Tennessee Community Development Block Grant funds are required to comply with the Civil Rights requirements of Title I of the Housing and Community Development Act and the Fair Housing Law. Grantees must demonstrate compliance with the following four requirements contained in the Housing and Community Development Act.

- ① Affirmative steps to promote fair and equal access to housing must be taken,** regardless of the type of grant.
- ② Equal opportunities must be afforded to all persons.**
- ③ No person shall be excluded or denied** program benefits on the basis of race, color, religion, sex, national origin, age or disability.
- ④ Minority and female-owned businesses must be informed of grant funded contracts.** Affirmative steps must be taken to assure this.
- ⑤ To the greatest extent feasible,** Section 3 resident and business concerns should be given preference in employment, training, and contracting.

It is not difficult to comply with Fair Housing/Equal Opportunity requirements. Grantees need to set up a good recordkeeping system and start work on Equal Opportunity/Fair Housing activities early, not at the end of the project.

The activities which you must perform in order to comply with Fair Housing/Equal Opportunity requirements include the following:

Activity	Discussed on Page	Corresponding Exhibit #
<input type="checkbox"/> Fair Housing Activity	1-8	C-1, C-5, C-6, C-7
<input type="checkbox"/> Relocation Documentation	11	
<input type="checkbox"/> Equal Opportunity Language in Contracts	53 & 65	C-10, C-15
<input type="checkbox"/> Equal Opportunity Employer Policy	12	C-12, C-13
<input type="checkbox"/> Section 3 Requirements	9	C-9, C-11
<input type="checkbox"/> Section 504	13-14	
<input type="checkbox"/> Minority/Female Contractor Involvement	14-15	C-16, C-17
<input type="checkbox"/> Contractor/Subcontractor Activity Reports	13	C-14

FAIR HOUSING LAW

Title VIII of the Civil Rights Act of 1968 prohibits discrimination in the sale, rental, and financing of dwellings based on:

- ★ Color
- ★ Religion
- ★ Sex
- ★ National Origin

The Fair Housing Amendments Act of 1988, which became effective March 12, 1989, expands the coverage of Title VIII to:

1. Prohibit discrimination in housing on the basis of:
 - ★ Disability
 - ★ Familial Status
2. Strengthen the administrative enforcement provisions of Title VIII.
3. Provide for the award of monetary damages where discriminatory housing practices are found.

The following actions are considered to be discriminatory under the Fair Housing Law:

- ★ **Refusing to sell, rent, deal, or negotiate** with any person.
- ★ **Discriminating in terms or conditions** for buying or renting.
- ★ **Advertising that housing is available only to persons of a certain race, color, religion, sex, national origin, or of a specific family size.**
- ★ **Denying that housing is available for inspection, sale or rent** when it really is available.
- ★ **"Blockbusting"** - persuading owners to sell or rent housing by telling them that minority groups are moving into the neighborhood.
- ★ **Denying or making different terms or conditions for home loans** by commercial lenders, such as banks, savings and loans, and insurance companies.
- ★ **Denying to anyone the use of or participation in any real estate services**, such as broker organizations, multiple-listing services or other facilities related to the selling and renting of housing.
- ★ **Refusing to allow reasonable accommodation to be made** for a person with disabilities.

FAIR HOUSING ACTIVITIES

As a recipient of Community Development Block Grant funds, you are **required** to affirmatively further fair housing. You must do some activity that will let people in your community know what fair housing is and that it is illegal to deny those rights to citizens of your community.

The current Fair Housing regulations provide for a two-tier approach to compliance with the requirement of affirmatively furthering fair housing for State sub-grantees:

1. An Analysis to Impediment (Exhibit C-1) may be required for sub-grantees who receive funding from the State for multi-year contracts or:
2. In lieu of conducting an analysis of impediments, the grantee must undertake actions clearly designed to assure fair housing choice in their jurisdictions. Such actions must clearly overcome any other actions, omissions, or decisions which restrict housing choices or the availability of housing choices because of race, color, religion, sex, disability, familial status, or national origin.

The State will decide which units of local government will be required to complete an Analysis to Impediment based on the size of the local governments and other relevant factors. The State also may direct consortia/units of general local governments to conduct joint fair housing planning and fair housing activities.

A Fair Housing plan will require: an Analysis of Impediments to fair housing, and actions to correct any impediments found, or, where no impediments are found, planned activities to maintain the fair housing environment. Jurisdictions must look for fair housing impediments in such areas as sales or rentals, brokerage services, financial assistance, public and administrative policies, zoning ordinances and tenant selection.

STEP BY STEP INSTRUCTION FOR COMPLETING A FAIR HOUSING PLAN

A Fair Housing Plan will require: an Analysis of Impediments to Fair Housing Choice AND a list of actions to correct any impediments found; or, where no impediments are found, a list of planned activities to maintain the fair housing environment. NOTE: This is not an activity for the administrator alone; this requires the involvement of the County Executive and the Mayors within that county.

IMPEDIMENTS To Fair Housing Choice are any actions, omissions, or decisions which restrict housing choices or the availability of housing choices because of race, color, religion, sex, national origin, familial status, or disability.

FAIR HOUSING CHOICE means the ability of persons of similar income levels to have available to them the same housing choices regardless of race, color, religion, sex, national origin, familial status, or disability.

- STEP 1. A public meeting should be conducted. Prior to its scheduling, contact the County Executive and the Mayors in that county to decide on the best time and place for the meeting.
- STEP 2. Publish the announcement (C-2) of the meeting in a newspaper with a county wide circulation. Be sure to include a nondiscrimination statement and the name of the person to contact for any disability special accommodations that may be needed. (Place a copy of this newspaper announcement in the file.)
- STEP 3. Mail letters of invitation to all interested parties including real estate agencies, rental management companies, landlords, financial institutions, insurance companies, public housing authorities, racial minority groups or individuals, churches, public service agencies, senior citizens organizations or centers, disabled individuals or organizations, members of all governing bodies having a voice in the administration or policy decisions in zoning and/or other housing issues. (Copies of these letters should be placed in the file.)
- STEP 4. The Jurisdiction Background Data forms should be completed prior to the public meeting. Some of this information can be retrieved from the 1990 Census of Population and Housing.
- STEP 5. On the day of the public meeting, provide blank copies of the sign-in sheet (C-3).
- STEP 6. Shortly after the public meeting, send a copy of the memorandum (C-4) to the Tennessee Human Rights Commission requesting information on complaints filed by anyone from your county. This information should be included in the Analysis.
- STEP 7. Schedule a meeting with the elected officials to discuss the issues expressed at the public meeting, to identify any impediments to fair housing choices, to review the activity examples and decide on short term goals (activities to be completed this year) and long term goals (activities to do over the next five years) that address the identified impediments or ways to educate the public about fair housing issues.
- STEP 8. When the Analysis of Impediments has been completed, the County Executive and all the Mayors within the county's jurisdiction should review the final report and sign it. Each signature represents that person's commitment to the implementation of the plan.
- STEP 9. Keep the original analysis in the County Fair Housing file, place a copy in each of the jurisdictional files, and send a copy to Program Management by March 31, 2004.
- STEP 10. Complete a fair housing activity that was described in the short term goals of the Analysis for this year.

INSTRUCTIONS FOR ANALYSIS OF IMPEDIMENTS

In developing the analysis of impediments, the jurisdiction should consult with those groups who represent special interests, such as disabled or disability commissions, civil rights commissions, low to moderate income representative groups, and those who are active in the housing arena such as fair housing organizations, tenants' rights organizations, and housing advocacy groups to assure that the needs of all citizens are addressed in the analysis. Members of the real estate, banking, insurance communities and landlords should also be included.

The following are suggested topics for discussion to be used to obtain information needed for the analysis and promotion of constructive dialogue within the task force:

- ☆ Information on relevant public policies/practices regarding zoning and building codes and the impact, if any, on the achievement of fair housing choice.
- ☆ Information on institutional practices in the real estate community as it relates to buying, selling, and house rentals that may affect the achievement of fair housing choice within a jurisdiction, i.e., housing loan/rental application procedure, forms used, residential residency requirements, approval procedure for loans and insurance, types of advertising used by the real estate and lending industry, types of real estate multiple listing services, factors used in home appraisals, and locations of mortgage loan approvals by race, ethnicity, gender, etc.
- ☆ Information on the nature and extent of fair housing complaints, violations or suits against the jurisdiction.
- ☆ Information on the degree of segregation, incidents of racial violence. Also, information on any CDBG contract conditions placed by HUD on the jurisdiction or any failure of the jurisdiction to comply with its fair housing certification.

GENERAL SUMMARY OF ANALYSIS

- A. What was the source of the data collected, newspaper, other media, U.S. Census, and if a task force meeting was held, who was present?
- B. If any money was spent to obtain the information needed to complete this analysis, where did it come from?
- C. What problems were found?
- D. What actions will be taken to correct the problems?

JURISDICTION BACKGROUND DATA

A. Demographic Area

- ☆ Actual number and percentage of persons in the grantee's jurisdiction by race, color, sex, national origin, age, disability, and familial status.
- ☆ Data available from the latest Census or community surveys.

B. Income characteristics/employment and transportation profile

- ☆ Income characteristics, i.e., median income of households by race, color, sex, national origin, age, disability, and familial status.
- ☆ Listing of employers, by type, and the number of people employed, by salary bands and racial group, gender, etc.
- ☆ Comparison of race and income by neighborhoods within grantee's jurisdiction.
- ☆ Listing of major forms of transportation. Identification of access to adjacent job centers.
- ☆ Data available from the latest Census, local planning and transportation offices, major employers, and private surveys.

C. Housing profile

- ☆ Total number of housing units in the grantee's jurisdiction noting type (multifamily/single family), cost, condition of housing, level of accessibility and whether occupied or vacant. Identification of vacancy rate.
- ☆ Data available from the latest Census, local planning office, local housing agency and private surveys.

D. Maps

- ☆ You can prepare one map, one map with overlays, or several maps (remember this is to help you in evaluating any problems in your jurisdiction.) Include all of the following information:
 - Location of housing for persons with disabilities (i.e., group homes, independent living complex, etc.)
 - Racial housing patterns
 - Housing costs and vacancy rates
 - Location of proposed housing, including price range, subsidized or private
 - Location of industrial and commercial development and area expecting to undergo revitalization
 - Location of major employers and mass transportation routes
 - Areas of minority displacement
 - Central business district

When the Analysis to Impediments (Exhibit C-1) is completed, a copy must be sent to the Program Management Office.

ACTIONS TO AFFIRMATIVELY FURTHER FAIR HOUSING

The following are actions which might be appropriate in overcoming some identified impediments to fair housing choice in Block Grant communities. Fair housing actions, however, are not limited to those on this list.

- ☆ Promote efforts to enact substantially equivalent fair housing laws;
- ☆ Undertake fair housing enforcement, i.e., complaint processing activity;
- ☆ Provide funds to enforce local fair housing laws;
- ☆ Through letters signed by the chief elected official, encourage those in the business of renting, selling or financing of housing to adhere fully to the Federal Fair Housing Act and HUD's Advertising Guidelines;
- ☆ Participate in voluntary partnerships developed with public and private organizations to help achieve the goal of fair housing choice;
- ☆ Contract with private organizations to bring about increased awareness of fair housing issues or otherwise address impediments to fair housing choice;
- ☆ Fund activities that assist in remedying segregation in the recipient's jurisdiction;
- ☆ Encourage real estate industry groups to participate in the Voluntary Affirmative Marketing Agreement Program;
- ☆ Sponsor fair housing poster contests, speech contests, and writing contests, in schools during April - National Fair Housing month;
- ☆ Display fair housing exhibits at local shopping malls, fairs, exhibitions, etc.;
- ☆ Provide CDBG financial and technical support to help create private fair housing groups in those localities where such agencies do not exist;
- ☆ Work actively with existing entities (public or private nonprofit) whose goal is to further fair housing;
- ☆ Develop a local government-wide list of both public and private housing - accessible to persons with disabilities;
- ☆ Set aside funds to be used specifically for fair housing purposes;
- ☆ Provide counseling services to persons seeking housing in locations outside areas of minority and low-income concentration;
- ☆ Provide minorities the opportunity to occupy assisted housing outside areas of minority and low-income concentration;

- ☆ Fund or sponsor administrative activities designed to further fair housing;
- ☆ Fund or sponsor education and outreach programs designed to inform citizens about housing opportunities throughout the community;
- ☆ Encourage the local housing provider groups to participate in voluntary affirmative marketing programs;
- ☆ Develop local compliance and monitoring processes to insure that builders and developers who are securing building permits affirmatively market housing;
- ☆ Advertise the benefits of an open community;

- ☆ Those activities associated with providing housing, housing services or housing related facilities, are as follows:
 1. A housing loan/grant program where affirmative measures are taken to provide housing opportunities for minorities outside areas of minority concentration, thereby providing housing choice;
 2. Displaying of Fair Housing Posters in the office(s) taking the housing loan/grant applications;
 3. Advertising the housing loan/grant program in accordance with HUD's fair housing advertising guideline regulations;
 4. Locating assisted units in a broad range of locations and not concentrating them in minority neighborhoods;
 5. Illustrating minority occupancy of assisted housing inside and outside areas of minority concentration;
 6. Providing marketing, legal planning, counseling or other administrative actions funded or sponsored by the grantee to further, or have the effect of furthering, fair housing; and
 7. Using community development funds for fair housing activities or allocating community development funds to fair housing organizations.

SECTION 3 REQUIREMENTS

Section 3 is a provision of the Housing and Urban Development Act of 1968 which **requires** that programs of direct financial assistance administered by HUD provide, to the greatest extent feasible, opportunities for job training and employment to lower income residents. Further, to the greatest extent feasible, contracts in connection with these projects are to be awarded to Section 3 business concerns.

Section 3 *does not* require the creation of economic opportunities for low and very low income persons simply for the sake of creating economic opportunities.

Section 3 requirements apply to any Grantee who receives a grant of \$200,000 or more and to contractors whose contract is \$100,000 or more. Section 3 requirements are triggered by the need for hiring new employees or for additional training needed to upgrade present employees because of this project.

Section 3 Area Resident - Any low income individual residing within the Section 3 area.

Section 3 Area - For the purpose of training and employment, it is the jurisdictional area of the local government in which the project is located. For the purpose of contracting, the Section 3 area is the county in which the project is located.

Section 3 Business Concern - A business which is 51% or more owned by Section 3 residents; or whose permanent full-time employees include persons at least 30 percent of whom are currently Section 3 residents, or who, within three years of the date of employment with the business concern were Section 3 residents.

Section 3 recipients (State, unit of local government, or contractor) must include the Section 3 clause (Exhibit C-10) in all contracts awarded.

The Section 3 regulations established thresholds and goals. These goals are not statutory as such, but, in the interests of efficient program administration "constitute a 'safe harbor' for compliance with Section 3." The training and employment goals are 30 percent of the aggregate number of new hires for each fiscal year. For Section 3 contracts, each covered contract or activity is to commit to Section 3 business concerns at least 10 percent of the total dollar amount of all covered contracts for building trades work arising in connection with the covered activity, and at least 3 percent of the total dollar amount of all other covered contracts.

All applicable grantees must prepare and keep a Section 3 file. To fulfill this requirement, the following tasks must be completed:

1. Complete Section 3 questionnaire (Exhibit C-9) and place in file.
2. Insert LMI threshold for grantee into the file.
3. Document all outreach efforts to recruit Section 3 residents or business concerns including efforts of the contractor as well as the grantee. The grantee or contractor's outreach may include the following:
 - Advertising in the newspaper or other local media;
 - Contacting area churches, labor unions, distributing flyers, etc.;
 - Informing resident groups such as PHA resident councils;
 - Holding workshops to assist Section 3 residents in completing applications for employment and training; and
 - Identifying the businesses within the area and informing them of the upcoming opportunities.
4. Maintain a list of all Section 3 business concerns that the grantee or the contractor hired.
5. Maintain a list of all Section 3 employees hired or trained specifically for this project by the grantee or contractor/subcontractor.
6. Complete form HUD-60002 (Exhibit C-11) and submit with the close-out package at the end of the project.
7. Post Policy of Non-Discrimination (Exhibit C-13).

HOUSING DISCRIMINATION COMPLAINT PROCEDURE

You should provide assistance in cases of alleged housing discrimination. You need not become a prosecutor, but you should assist with the displacee's claims of discrimination.

The Fair Housing Act provides that any person who believes that he or she has been or will be subject to a discriminatory housing practice because of race, color, religion, sex, disability, familial status, or national origin may file a complaint with the Secretary of Housing and Urban Development.

The aggrieved person or the Assistant Secretary for Fair Housing and Equal Opportunity in the Department of Housing and Urban Development may file a complaint no later than one year after an alleged discriminatory housing practice has occurred or

terminated. The complaint may be filed with the help of an authorized representative, including any agency acting on behalf of an aggrieved person.

- ① **Prepare a complaint letter**, including the Housing Discrimination Complaint form (Exhibit C-8). Complaints may be filed to:

Fair Housing Department of
Housing and Urban Development
Washington, DC 20410

or

Fair Housing HUD
U.S. Department of HUD
Richard B. Russell Federal Building
75 Spring Street, SW, Room 230
Atlanta, Georgia 30303-3388

- ② Complaints may also be filed in person or by mail to:

Tennessee Human Rights Commission
Housing Section
531 Henley Street, Suite 701
Knoxville, Tennessee 37902

- ③ Each complaint must be in writing and must be signed and affirmed by the aggrieved person or if the complaint is filed by HUD by the Assistant Secretary.

RELOCATION ACTIVITIES

CDBG grantees may not select sites or locations of housing and housing-related facilities which have an exclusionary or discriminatory effect.

CDBG grantees must take all action necessary and appropriate to prevent discrimination in housing and housing-related activities.

Records must be kept that will document the following:

- ☆ The number and the racial/ethnic and gender characteristics of displaced persons.
- ☆ The location of CDBG-funded activities that caused displacement.
- ☆ The type of replacement housing provided to each displaced person.
- ☆ The discrimination procedure must be followed in cases of housing discrimination.

POLICY OF NONDISCRIMINATION ON THE BASIS OF DISABILITY STATUS

The Department of Economic and Community Development, Office of Program Management, does not discriminate on the basis of disability status in the admission or access to, or treatment or employment in, its federally assisted programs or activities.

Carolyn Stubblefield
William R. Snodgrass Tennessee Tower, 10th Floor
312 Eighth Avenue North
Nashville, Tennessee 37243-0405

(615) 741-6201 (Voice)
(615) 741-6201 (TDD)

has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8. dated June 2, 1988).

GRANTEE EMPLOYMENT

No person shall be denied employment under any federally assisted program on the basis of:

- Race
- Color
- National Origin
- Sex
- Religion
- Age
- Disability

The city/county must make available a copy of any written policies and procedures used by the grantee to hire, terminate, promote or train individuals. If no formal written hiring policies are available, the city/county will need to implement a policy utilizing the format in this manual (Exhibit C-12) and place a copy in the file indicating that the city/county will not deny employment under any federally assisted program on the basis of race, color, national origin, disability, etc.

CONSTRUCTION GENERATED EMPLOYMENT

Your CDBG project will probably generate the employment of individuals through construction of the project. Those responsible for the hiring must be aware of the Equal Opportunity requirement.

There are three things to keep in mind when meeting this requirement.

- ❶ **Your construction contract must have the proper equal opportunity language and correct goals** for minority and female employment. (Refer to Exhibits C-10 and C-15 and to the Supplemental and General Conditions of the contract document in the Labor Standards Chapter.)
- ❷ **You must document the city/county's efforts to inform minority or female owned firms, and Section 3 Businesses**, of the impending project and invite their participation.
- ❸ **The successful contractor who is going to use subcontractors must provide documentation** that he has attempted to use, or is using, minority or female owned firms, and Section 3 Businesses. Copies of letters or a memo on the telephone call must be included in the files.

SECTION 504

The Rehabilitation Act of 1973, as amended was the first major law to include civil rights protections for persons with disabilities. Section 504 of Title V of that law requires equal opportunity for persons with disabilities in Federally assisted programs. Section 504 states that:

No otherwise qualified individual with disabilities in the United States...shall, solely by reason of his/her disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance...

Under Section 504, an individual must be provided the opportunity to participate in, or benefit from, the program that is equal to that provided other citizens. The opportunity need not to be identical in approach, but rather, must afford a person with a disability an equal opportunity to obtain the same result. This is commonly referred to as "program accessibility."

Program accessibility is perhaps the key term to understanding Section 504. Under Section 504, federal funds recipients must ensure that their programs are accessible to qualified individuals with disabilities. Basically, this means that when "viewed in their

entirety," programs and activities offered by the recipients must be accessible --- not every program or service has to be accessible.

The focus of Section 504, for existing facilities, is on programs, not buildings. If it is possible to ensure accessibility through alternative means, such as providing auxiliary aids, relocating programs or making home visits, structural changes are not required. Only when it is absolutely necessary to achieve program accessibility are recipients required to retrofit existing facilities, particularly since cost of doing so can be prohibitive.

Recipients must remember, however, that the program accessibility requirement applies only to existing facilities. New construction and alterations must be fully accessible, designed in accordance with recognized accessibility standards.

Every organization that receives federal financial assistance from HUD, including community development agencies and local governments, is called a recipient.

All recipients must meet the specific requirements of the Section 504 regulations, including having policies and procedures that do not discriminate against and/or make reasonable accommodations to allow participation of qualified people with disabilities.

All recipients of federal assistance must conduct self-evaluations as part of their initial Section 504 compliance activities and designate a 504 coordinator and post conspicuously the designee.

Any recruitment of informational material published by a recipient must contain a statement regarding the recipient's pledge not to discriminate on the basis of disabilities.

MINORITY/FEMALE SOLICITATION

Contractors, vendors or suppliers may not be denied an opportunity for employment under the CDBG programs on the basis of:

- ◆ Race
- ◆ Color
- ◆ Religion
- ◆ National Origin
- ◆ Sex
- ◆ Age
- ◆ Disability

Recipients of federal funds must take affirmative steps to assure minority and female - owned businesses are afforded opportunities to bid on service, material and construction contracts. To meet the requirement, grantees must take steps to inform minority and female-owned businesses about federally funded contracts.

- ☆ **The grantee should notify minority and female-owned businesses of contracts and bid deadlines.** This applies to professional service contracts and materials and equipment purchases as well as to construction contracts. For construction contracts, notices should be published in the local newspaper and a statewide publication. In addition, notice may also be published in a minority publication.
- ☆ **The invitation to bid should be sent directly to minority and female-owned firms** in addition to running advertisements. Document your efforts.
- ☆ **Solicit quotes and proposals from minority and female-owned firms.** For non-construction contracts, or any contract where formal advertising is not required, (e.g., small purchases or local procurement contracts), it is a good idea for larger cities and counties to develop a list of local minority and female-owned businesses to use when small purchase and local procurement procedures are followed.
- ☆ **A list of minority/female contractors, vendors and suppliers must be maintained.** A State-wide directory is included for your use (Exhibit C-18).
- ☆ **Invite by phone or letter any minority and female contractors in a reasonable geographic area to bid.** For example, a project in Marion County should solicit bids not only from within the county, but also from Hamilton County. Copies of letters and memos of phone calls should be placed in the file (Exhibits C-16 and C-17).
- ☆ **A contract and subcontract activity report form must be filled out each time a contract or subcontract is awarded.** These forms must be sent to the State as soon as contracts have been awarded (Exhibit C-14).

RECORDKEEPING

The following checklist will assist you in maintaining your FH/EO file. This list may be attached to the inside of the file for quick reference.

FAIR HOUSING/ EQUAL OPPORTUNITY CHECKLIST

Maintain a separate file that must contain:

- ☐ Documentation of a Fair Housing Activity, include dollar amount of CDBG funds used for activity
- ☐ Copy of the Analysis of Impediments
- ☐ Copy of the City's Fair Housing Ordinance, if any
- ☐ Section 3 Questionnaire with Attachment (Exhibit C-9)
 - LMI Threshold Figures
- ☐ City/County Hiring Policies or (Exhibit C-12)
- ☐ Policy of Non-Discrimination (Exhibit C-13)
- ☐ Contract/Subcontract Activity Report (Exhibit C-14)
- ☐ Documentation of attempts to solicit participation from Minority/Female Businesses (Exhibits C-16 and C-17)
- ☐ List of minority/female contractors. (Exhibit C-18) Remove this list from the Program Manual and place in the file.
- ☐ Bid Advertisement for Construction
- ☐ Beneficiaries
 - ☐ Direct Benefit Form
 - ☐ Indirect Benefit Form
 - ☐ Sewer/Water beneficiaries (if applicable)

ANALYSIS OF IMPEDIMENTS

Jurisdiction Name

Date

1. Introduction / General Summary of Analysis

A. Who Conducted/Methodology Used

B. How Funded

C. Findings

D. Conclusions, a short summary

2. Jurisdictional Background Data

A. Demographic Data / Income Characteristics
(See attached form)

B. Employment Profile
(See attached form)

Transportation Profile

1.

2.

C. Housing Profile
(See attached form)

D. Maps
(See attached form)

3. Evaluation of Jurisdiction's Current Fair Housing Profile

A. Have any fair housing complaints been filed with any local, state, or federal agency? If yes, what is the present status of the complaint?

B. Identification of other fair housing concerns or problems.

DEMOGRAPHIC DATA
(Number and Percentages)

	Total	1	2	3	4	5	6	7	8	9	10	11	12
Total Number													
Female													
Male													
Age													
Under 5 years													
5 to 9 years													
10 to 14 years													
15 to 19 years													
20 to 24 years													
25 to 34 years													
35 to 44 years													
45 to 54 years													
55 to 64 years													
65 to 74 years													
75 to 84 years													
85 years and over													
Disability													
Families with children													

1 = White Number
 2 = White Percent
 3 = Black Number
 4 = Black Percent
 5 = American Indian, Eskimo, or Aleut Number
 6 = American Indian, Eskimo, or Aleut Percent

7 = Asian or Pacific Islander Number
 8 = Asian or Pacific Islander Percent
 9 = Hispanic Origin (of any race) Number
 10 = Hispanic Origin (of any race) Percent
 11 = White, not of Hispanic origin Number
 12 = White, not of Hispanic origin Percent

INCOME CHARACTERISTICS
(Median Income)

	Total	Female	Male	Families
County Median Income				
White Median Income				
Black Median Income				
American Indian , Eskimo, or Aleut Median Income				
Asian or Pacific Islander Median Income				
Hispanic origin (of any race) Median Income				
White (not of Hispanic origin) Median Income				

EMPLOYMENT PROFILE

Industry	Average No. of Firms	Annual Average Employment	Annual Average Wage
Total All Industries			
Agriculture, Forestry, & Fishing			
Construction			
Manufacturing			
Durable Goods			
Nondurable Goods			
Transportation, Comm. & Utilities			
Trade			
Wholesale Trade			
Retail Trade			
Finance, Insurance & Real Estate			
Services			
Government			

HOUSING PROFILE

Total number of housing units _____

Total number of occupied units _____

Total number of vacant units _____

Total owner-occupied units _____

Total renter-occupied units _____

Total number of owner-occupied units
in each cost category

Less than \$20,000	_____
\$20,000 to \$39,000	_____
\$40,000 to \$59,000	_____
\$60,000 to \$79,000	_____
\$80,000 to \$99,000	_____
\$100,000 to \$149,000	_____
\$150,000 to \$199,000	_____
\$200,000 to \$249,000	_____
\$250,000 to \$299,000	_____
\$300,000 or more	_____

Condition of housing (Percentage of total units)

Excellent _____

Good _____

Needs repair _____

Unsuitable for living _____

Number of accessible units _____

4. Identification of Impediments to Fair Housing Choice

A. In the sale or rental of housing

1. Are any real estate practices such as steering or blockbusting being used in your area?
2. Are there any deed restrictions, trust or lease provisions that would prohibit fair housing choices for anyone of a protected class?
3. Do any of the property management firms participate in "occupancy quotes"?

B. Provision of Housing Brokerage Services

1. Are any real estate firms excluding minority brokers from participation in multiple listing service or the real estate brokers' association?
2. Is there any restricted use of privileges, services, or facilities by all brokers?
3. Are any assignments of brokers and areas being made by racial/ethnic composition of census tracts?

C. Provision of Financing Assistance for Dwellings

1. What steps are taken by lending institutions to insure there are no discriminatory lending patterns, practices, and disclosures?
2. What steps are taken to insure there are no discriminatory appraisal and underwriting practices?
3. What steps are taken to insure that disinvestment, redlining, racial credit steering are not being used?

D. Public Policies and Actions Affecting the Approval of Sites and Other Building Requirements Used in the Approval Process for the Construction of Publicly Assisted Housing

1. Are municipal services provided equally to all areas? Identify any areas in need of service repair or upgrade.
2. What are the local zoning laws and policies?
3. Explain any land use policies, exclusionary zoning and displacement plan.
4. Review sites for subsidized housing by comparing census tracts to racial concentrations.

5. Explain the makeup of planning and zoning boards, (who is on the boards, how a person gets on a board, are all protected classes represented on the boards, etc.)
- E. The Administrative Policies Concerning Community Development and Housing Activities, such as Urban Homesteading, Multi-family Rehabilitation, and Activities Causing Displacement, which Affect Opportunities of Minority Households to Select Housing Inside and Outside Areas of Minority Concentration
1. What is the displacement plan for your jurisdiction?
 2. How is the priority list for revitalization of neighborhoods determined?
 3. How is your community utilizing HOME Investment Trust funds?
 4. Do you have a program of revolving loan funds set-up for property repairs? What is the criteria for participation?
 5. What is the administration's policy on increases in property tax?
 6. What is the present plan for demolition of subsidized housing?

- F. Where there is a determination of unlawful segregation or other housing discrimination by a court or a finding of noncompliance by HUD regarding assisted housing within a recipient's jurisdiction, an analysis of the actions which could be taken by the recipient to help remedy the discriminatory condition, including actions involving the expenditure of funds made available under this part.
 - 1. Describe the plan that will be developed and implemented as a fair housing program for municipal officials and employees having duties relating to fair housing, zoning, planning, assisted housing, and community and economic development.
- 5. Assessment of Current Public and Private Fair Housing Programs/Activities in Your Jurisdiction
 - A. Identification and Description of Existing Programs, Services and Activities
 - 1. Church, civic, and community groups as well as local government.
 - 2. Fair Housing groups, housing groups, commissions representing persons with disabilities, and civil rights organizations.
- 6. Conclusions

7. Actions to Overcome Identified Impediments

A. Development of a Schedule of Specific Actions

1. Short term and long term goals;
2. A financial plan for accomplishment of these goals;
3. A mechanism for updates;
4. Insurance that the schedule of actions will be implemented regardless of any changes in the locality's administration; and
5. Commitment from local officials for carrying out the schedule of actions.

Chief Elected Official

Chairperson, Citizen Advisory Group/Task Force

Housing Program Administrator

CDBG Program Administrator

PUBLIC NOTICE

_____ County will hold a Public Hearing on _____ day, _____, 200_ at _____:00 a.m./p.m. at the _____ County Courthouse, Room _____. The County and local municipalities are required to prepare a Fair Housing Plan. The purpose of this meeting is to ensure citizens are treated fairly in all housing matters including buying or renting regardless of race, color, national origin, religion, sex, disability, or family size. Everyone is encouraged to attend and comment.

_____ County does not discriminate. The location of the meeting is accessible for persons with a disability. If other special accommodations are needed, please contact _____, County Executive at _____.

FAIR HOUSING PUBLIC MEETING ATTENDANCE SHEET**PLEASE CHECK ONE IF APPLICABLE**

NAME	ADDRESS	REPRESENTING	RACIAL MINORITY	FAMILY WITH CHILDREN	DISABLED

MEMORANDUM

To: Director of Housing
Tennessee Human Rights Commission

From: _____
CDBG Project Administrator

Date:

Subject: Fair Housing Analysis of Impediment

The CDBG Regulation at CFR 570.904 (c) require the preparation of an Analysis of Impediment. The HUD Circular No: IV-FHEO/CPD-93-73 provides an outline of the suggested format. The Current Fair Housing Profile section requests information on the number and nature of any complaints that have been filed. We are requesting the following information from this Commission under the Freedom of Information Act (5 USC Sec. 552).

1. Has the Commission been involved with any complaints about unfair housing practices in _____ County or any municipalities within the County?

No _____ Yes _____

2. If yes,

# of cases	Nature of the complaint	How was the complaint settled

Signature of person providing the information

Date

FAIR HOUSING ORDINANCE

SECTION 1. Policy

It is the policy of Community to provide, within constitutional limitations, for fair housing throughout the Community.

SECTION 2. Definitions

(a) "*Dwelling*" means any building, structure, or portion thereof which is occupied as, or designed or intended for occupancy as a residence by one or more families, and any vacant land which is offered for sale or lease for the construction or location thereon of any such building, structure, or portion thereof.

(b) "*Family*" includes a single individual.

(c) "*Person*" includes one or more individuals, corporations, partnerships, associations, labor organizations, legal representatives, mutual companies, joint-stock companies, trusts, unincorporated organizations, trustees, trustees in bankruptcy, receivers, and judiciaries.

(d) "*To rent*" includes to lease, to sublease, to let and otherwise to grant for a consideration the right to occupy premises owned by the occupant.

(e) "*Discriminatory housing practice*" means an act that is unlawful under SECTION 4, 5 or 6.

SECTION 3. Unlawful Practice

Subject to the provisions of subsection (b) and SECTION 7, the prohibitions against discrimination in the sale or rental of housing set forth in SECTION 4 shall apply to:

(a) All dwellings except as exempted by Subsection (b).

(b) Nothing in SECTION 4 shall apply to:

- (1) Any single-family house sold or rented by an owner: Provided that such private individual owner does not own more than three such single-family houses at any one time: Provided further that in the case of the sale of any such single-family house by a private individual owner not residing in such house at the time of such sale or who was not the most recent resident of such house prior to such sale, the exemption granted by this subsection shall apply only with respect to one such sale within any twenty-four month period: Provided further that such bona fide private individual owner does not own any interest in, nor is there owned or reserved on his behalf, under any express or voluntary agreement, title to or any right to all or a portion of the proceeds from the sale or rental of, more than three such single-family houses at any one time: Provided further that the sale or rental of any such single-family house shall be excepted from the application of this title only if such house is sold or rented (A) without the use in any manner of the sale or rental facilities or the sales or rental services of any real estate broker, agent, or salesman, or of such facilities or services of any person in the business of selling or renting dwellings, or of any employee or agent of any such broker, agent, salesman, or person and (B) without the publication, posting or mailing, after notice of any advertisement or written notice in violation of SECTION 4(c) of this ordinance, but nothing in this proviso shall prohibit the use of attorneys, escrow agents, abstractors, title companies, and other such professional assistance as necessary to perfect or transfer the title, or

- (2) rooms or units in dwellings containing living quarters occupied or intended to be occupied by no more than four families living independently of each other, if the owner actually maintains and occupies one of such living quarters as his residence.

(c) For the purposes of subsection (b), a person shall be deemed to be in the business of selling or renting dwellings if:

- (1) he has, within the preceding twelve months, participated as principal in three or more transactions involving the sale or rental of any dwelling or any interest therein, or
- (2) he has, within the preceding twelve months, participated as agent, other than in the sale of his own personal residence in providing sales or rental facilities or sales or rental services in two or more transactions involving the sale or rental of any dwelling or any interest therein, or
- (3) he is the owner of any dwelling designed or intended for occupancy by, or occupied by, five or more families.

SECTION 4. Discrimination in the Sale or Rental of Housing

As made applicable by SECTION 3 and except as exempted by sections 3(b) and 7, it shall be unlawful:

(a) To refuse to sell or rent after the making of a bona fide offer, or to refuse to negotiate for the sale or rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, religion, sex, national origin, familial status or disability.

(b) To discriminate against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, sex, national origin, familial status or disability.

(c) To make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, religion, sex, national origin, familial status or disability, or an intention to make any such preference, limitation, or discrimination.

(d) To represent to any person because of race, color, religion, sex, national origin, familial status or disability that any dwelling is not available for inspection, sale, or rental when such dwelling is in fact so available.

(e) For profit, to induce or attempt to induce any person to sell or rent any dwelling by representations regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, color, religion, sex, national origin, familial status or disability.

(f) To refuse to permit, at the expense of the person with a disability, reasonable modifications of existing premises occupied or to be occupied by that person if such modifications are necessary to afford that person full enjoyment of the premises.

(g) To refuse to make reasonable accommodations in rules, policies, practices, or service, when such accommodations are necessary to afford a person with a disability equal opportunity to use and enjoy a dwelling.

SECTION 5. Discrimination in the Financing of Housing

It shall be unlawful for any bank, building and loan association, insurance company or other corporation, association, firm or enterprise whose business consists in whole or in part in the making of commercial real estate loans, to deny a loan or other financial assistance to a person applying therefore for the purpose of purchasing, constructing, improving, repairing, or maintaining a dwelling, or to discriminate against him in the fixing of the amount, interest rate, duration, or other terms or conditions of such loan or other financial assistance, because of the race, color, religion, sex, national origin, familial status or disability of such person or of any person associated with him in connection with such loan or other financial assistance or the purposes of such loan or other financial assistance, or of the present or prospective owners, lessees, tenants, or occupants of the dwelling or dwellings in relation to which such loan or other financial assistance is to be made or given: Provided, that nothing contained in this Section shall impair the scope or effectiveness of the exception contained in SECTION 3 (b).

SECTION 6. Discrimination in the Provision of Brokerage Services

It shall be unlawful to deny any person access to or membership or participation in any multiple listing service, real estate brokers organization or other service, organization, or facility relating to the business of selling or renting dwellings, or to discriminate against him in the terms of conditions of such access, membership, or participation, on account of race, color, religion, sex, national origin, familial status or disability.

SECTION 7. Exemption

Nothing in this ordinance shall prohibit a religious organization, association, or society, or any non-profit institution or organization operated, supervised or controlled by or in conjunction with a religious organization, association, or society, from limiting the sale, rental or occupancy of dwellings which it owns or operates for other than a commercial purpose to persons of the same religion, or from giving preference to such persons, unless membership in such religion is restricted on account of race, color, sex, national origin, familial status or disability. Nor shall anything in this ordinance prohibit a private club not in fact open to the public, which as an incident to its primary purpose or purposes provides lodgings which it owns or operates for other than a commercial purpose, from limiting the rental or occupancy of such lodgings to its members or from giving preference to its members.

SECTION 8. Administration

(a) The authority and responsibility for administering this Act shall be in the (Mayor or County Executive) of Community.

(b) The (Mayor or County Executive) may delegate any of these functions, duties, and powers to employees of the Community or to boards of such employees, including functions, duties, and powers with respect to investigating, conciliating, hearing, determining, ordering, certifying, reporting or otherwise acting as to any work, business, or matter under this ordinance. The (Mayor or County Executive) shall be rule prescribe such rights of appeal from the decisions of his hearing examiners to other hearing examiners or to other officers in the Community, to boards of officers or to himself, as shall be appropriate and in accordance with law.

(c) All executive departments and agencies shall administer their programs and activities relating to housing and urban development in a manner affirmatively to further the purposes of this ordinance and shall cooperate with the (Mayor or County Executive) to further such purposes.

SECTION 9. Education and Conciliation

Immediately after the enactment of this ordinance, the (Mayor or County Executive) shall commence such educational and conciliatory activities as will further the purposes of this ordinance. He shall call conferences of persons in the housing industry and other interested parties to acquaint them with the provisions of this ordinance and his suggested means of implementing it, and shall endeavor with their advise to work out programs of voluntary compliance and of enforcement.

SECTION 10. Enforcement

(a) Any person who claims to have been injured by a discriminatory housing practice or who believes that he will be irrevocably injured by a discriminatory housing practice that is about to occur (hereafter "person aggrieved") may file a complaint with the (Mayor, County Executive or Tennessee Human Rights Commission). Complaints shall be in writing and shall contain such information and be in such form as the (Mayor, County Executive or Tennessee Human Rights Commission) requires. Upon receipt of such a complaint, the (Mayor, County Executive or Tennessee Human Rights Commission) shall furnish a copy of the same to the person or persons who allegedly committed or is about to commit the alleged discriminatory housing practice. Within thirty days after receiving a complaint, or within thirty days after the expiration of any period of reference under subsection (c), the (Mayor, County Executive or Tennessee Human Rights Commission) shall investigate the complaint and give notice in writing to the person aggrieved whether he intends to resolve it. If the (Mayor, County Executive or Tennessee Human Rights Commission) decides to resolve the complaints, he shall proceed to try to eliminate or correct the alleged discriminatory housing practice by information methods of conference, conciliation, and persuasion. Nothing said or done in the course of such informal endeavors may be made public or used as evidence in a subsequent proceeding under this ordinance without the written consent of the persons concerned. Any employee of the (Mayor, County Executive or Tennessee Human Rights Commission) who shall make public any information in violation of this provision shall be deemed guilty of a misdemeanor and upon conviction thereof shall be fined not more than \$1,000 or imprisoned not more than one year.

(b) A complaint under subsection (a) shall be filed within one hundred and eighty days after the alleged discriminatory housing practice occurred. Complaints shall be in writing and shall state the facts upon which the allegations of a discriminatory housing practice are based. Complaints may be reasonably and fairly amended at any time. A respondent may file an answer to the complaint against him and with the leave of the (Mayor, County Executive or Tennessee Human Rights Commission), which shall be granted whenever it would be reasonable and fair to do so, may amend his answer at any time. Both complaints and answers shall be verified.

(c) If within thirty days after a complaint is filed with the (Mayor, County Executive or Tennessee Human Rights Commission), the (Mayor, County Executive or Tennessee Human Rights Commission) has been unable to obtain voluntary compliance with this ordinance, the person aggrieved may, within thirty days thereafter, file a complaint with the Secretary of the Department of Housing and Urban Development. The (Mayor, County Executive or Tennessee Human Rights Commission) will assist in this filing.

(d) If the (Mayor, County Executive or Tennessee Human Rights Commission) has been unable to obtain voluntary compliance within thirty days of the complaint, the person aggrieved may, within thirty days hereafter commence a civil action in any appropriate court, against the respondent named in the complaint, to enforce the rights granted or protected by this ordinance, insofar as such rights relate to the subject of the complaint. If the court finds that a discriminatory housing practice has occurred or is about to occur, the court may enjoin the respondent from engaging in such practice or order such affirmative action as may be appropriate.

(e) In any proceeding brought pursuant to this section, the burden of proof shall be on the complaint.

(f) Whenever an action filed by an individual shall come to trial, the (Mayor, County Executive or Tennessee Human Rights Commission) shall immediately terminate all efforts to obtain voluntary compliance.

SECTION 11. Investigations; Subpoenas; Giving of Evidence

(a) In conducting an investigation, the (Mayor, County Executive or Tennessee Human Rights Commission) shall have access at all reasonable times to premises, records, documents, individuals, and other evidence or possible sources of evidence and may examine, record, and copy such materials and take and record the testimony or statements of such persons as are reasonably necessary for the furtherance of the investigation: Provided, however, that the (Mayor, County Executive or Tennessee Human Rights Commission) first complies with the provisions of the Fourth Amendment relating to unreasonable searches and seizures. The (Mayor, County Executive or Tennessee Human Rights Commission) may issue subpoenas to compel his access to or the production of such materials, or the appearance of such persons, and may issue interrogatories to a respondent, to the same extent and subject to the same limitations as would apply if the subpoenas or interrogatories were issued or served in aid of a civil action in the United States district court of the district in which the investigation is taking place. The (Mayor, County Executive or Tennessee Human Rights Commission) may administer oaths.

(b) Upon written application to the (Mayor, County Executive or Tennessee Human Rights Commission), a respondent shall be entitled to the issuance of a reasonable number of subpoenas by and in the name of the (Mayor, County Executive or Tennessee Human Rights Commission) to the same extent and subject to the same limitations as subpoenas issued by the (Mayor, County Executive or Tennessee Human Rights Commission).

Commission) himself. Subpoenas issued at the request of a respondent shall show on their face the name and address of such respondent and shall state that they were issued at his request.

(c) Witnesses summoned by subpoena of the (Mayor, County Executive or Tennessee Human Rights Commission) shall be entitled to the same witness and mileage fees as are witnesses in proceedings in United States district courts. Fees payable to the witness summoned by a subpoena issued at the request of a respondent shall be paid by him.

(d) Within five days after service of a subpoena upon any person, such person may petition the (Mayor, County Executive or Tennessee Human Rights Commission) to revoke or modify the subpoena. The (Mayor, County Executive or Tennessee Human Rights Commission) shall grant the petition if he finds that the subpoena requires appearance or attendance at an unreasonable time or place, that it requires production of evidence which does not relate to any matter under investigation, that it does not describe with sufficient particularity the evidence to be produced, that compliance would be unduly onerous, or for other good reason.

(e) In case of contumacy or refusal to obey a subpoena, the (Mayor, County Executive or Tennessee Human Rights Commission) or other person at whose request it was issued may petition for its enforcement in the Municipal or State court for the district in which the person to whom the subpoena was addressed resides, was served, or transacts business.

(f) Any person who willfully fails or neglects to attend and testify or to answer any lawful inquiry or to produce records, documents, or other evidence, if in his power to do so, in obedience to the subpoena or lawful order of the (Mayor, County Executive or Tennessee Human Rights Commission) shall be fined not more than \$1,000 or imprisoned not more than one year, or both. Any person who, with intent thereby to mislead the (Mayor, County Executive or Tennessee Human Rights Commission), shall make or cause to be made any false entry or statement of fact in any report, account, record, or other document submitted to the (Mayor, County Executive or Tennessee Human Rights Commission) pursuant to his subpoena or other order, or shall willfully neglect or fail to make or cause to be made full, true, and correct entries in such reports, accounts, records, or other documents, or shall willfully mutilate, alter, or by any other means falsify any documentary evidence, shall be fined not more than \$1,000 or imprisoned not more than one year, or both.

(g) The (City, County or Tennessee Human Right Commission) Attorney shall conduct all litigation in which the (Mayor, County Executive or Tennessee Human Rights Commission) participates as a party or as amicus pursuant to this ordinance.

SECTION 12. Enforcement by Private Persons

(a) The rights granted by sections 3, 4, 5, and 6 may be enforced by civil actions in State or local courts of general jurisdiction. A civil action shall be commenced within one hundred and eighty days after the alleged discriminatory housing practice occurred: Provided, however, that the court shall continue such civil case brought to this section or SECTION 10 (d) from time to time before bringing it to trial or renting dwellings; or

(b) any person because he is or has been, or in order to intimidate such person or any other person or any class of persons from:

- (1) participating, without discrimination on account of race, color, religion, sex, national origin, familial status or disability, in any of the activities, services, organizations or facilities; or
- (2) affording another person or class of persons opportunity or protection so to participate, or

(c) any citizen because he is or has been, or in order to discourage such citizen or any other citizen from lawfully aiding or encouraging other persons to participate, without discrimination on account of race, color, religion, sex, national origin, familial status or disability, in any of the activities, services, organizations or facilities, or participating lawfully in speech or peaceful assembly opposing any denial of the opportunity to so participate shall be fined not more than \$1,000, or imprisoned not more than one year, or both; and, if bodily injury results, shall be fined not more than \$10,000, or imprisoned not more than ten years, or both; and, if death results, shall be subject to imprisonment for any term of years or for life.

This ordinance was adopted on first reading

Date

(if required)

Second reading

Date

(if required)

Third reading

Date

This ordinance was published in the

Name of newspaper

on _____
Date

Signature of Chief Executive Officer

<p style="text-align: center;">FAIR HOUSING RESOLUTION (for Small Cities and Communities)</p>
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LET IT BE KNOWN TO ALL PERSONS of the *City/County* of Community that discrimination in the sale, rental, leasing, financing of housing or land to be used for construction of housing, or in the provision of brokerage services because of race, color, religion, sex, national origin, familial status, or disability is prohibited by Title VIII of the 1968 Civil Rights Act as amended (Federal Fair Housing law). It is the policy of the *City/County* of Community to implement programs to ensure equal opportunity in housing for all persons regardless of race, color, religion, sex, national origin, familial status, or disability. Therefore, the City/County does hereby pass the following resolution.

BE IT RESOLVED that within available resources the City/County will assist all persons who feel they have been discriminated against because of race, color, religion, sex, national origin, familial status, or disability to seek equity under Federal and State laws by filing a complaint with the Tennessee Human Rights Commission or the U.S. Department of Housing and Urban Development, Atlanta Regional Office Compliance Division.

BE IT FURTHER RESOLVED that the City/County shall publicize this resolution and through this publicity shall cause owners of real estate, developers and builders to become aware of their respective responsibilities and rights under the Federal Fair Housing law and any applicable State or local laws or ordinances.

SAID PROGRAM will at a minimum include, but not be limited to: (1) the printing and publicizing of this policy and other applicable fair housing information through local media and community contacts; (2) distribution of posters, flyers and any other means which will bring to the attention of those affected, the knowledge of their respective responsibilities and rights concerning equal opportunity in housing.

EFFECTIVE DATE

This resolution shall take effect (Date) .

SIGNATURES

<p style="text-align: center;">LOCAL NEWS RELEASE FOR FAIR HOUSING PROGRAM</p>

The following Public Service Announcement is sponsored by (Grantee) .

Governor (Governor) has proclaimed the month of April as "Fair Housing Month" in Tennessee.

"In accordance with Title VIII of the Civil Rights Act of 1968, as expanded by the Fair Housing Amendments Act of 1988, it is illegal to discriminate against any person because of race, color, religion, sex, national origin, familial status, or disability in the sale or rental of housing or residential lots; in advertising the sale or rental of housing; in the financing of housing; or in the provision of real estate brokerage services. Blockbusting is also illegal."

The Governor calls on Tennesseans to be "aware of the importance of equal housing opportunities" for all citizens

We do hereby certify that we have received a copy of this Fair Housing News Release to be aired as a public service announcement for (Grantee) Community Development Office.

This announcement is to be aired (Number of Times to be Aired) time(s) daily for a period of (Number of Days) day(s) starting (Date) until (Date) .

Date Received

Authorized Signature

Participating Radio Station

Housing Discrimination Complaint

U.S. Department of Housing
and Urban Development
Office of Fair Housing
and Equal Opportunity

OMB Approval No. 2529-0011

Please type or print this form

Public Reporting Burden for this collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information.

Read this entire form and all the instructions carefully before completing. All questions should be answered. However, if you do not know the answer or if a question is not applicable, leave the question unanswered and fill out as much of the form as you can. Your complaint should be signed and dated. Where more than one individual or organization is filing the same complaint, and all information is the same, each additional individual or organization should complete boxes 1 and 7 of a separate complaint form and attach it to the original form. Complaints may be presented in person or mailed to the HUD State Office covering the State where the complaint arose (see list on back of form), or any local HUD Office, or to the Office of Fair Housing and Equal Opportunity, U.S. Department of HUD, Washington, D.C. 20410.

This section is for HUD use only.

Number	(Check the applicable box) <input type="checkbox"/> Referral & Agency (specify) <input type="checkbox"/> Systemic <input type="checkbox"/> Military Referral	Jurisdiction <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Additional Info	Signature of HUD personnel who established Jurisdiction
Filing Date			

1. Name of Aggrieved Person or Organization (last name, first name, middle initial) (Mr.,Mrs.,Miss,Ms.)	Home Phone	Business Phone
---	------------	----------------

Street Address (city, county, State & zip code)

2. Against Whom is this complaint being filed? (last name, first name, middle initial)	Phone Number
--	--------------

Street Address (city, county, State & zip code)

Check the applicable box or boxes which describe(s) the party named above:

☐ Builder ☐ Owner ☐ Broker ☐ Salesperson ☐ Supt. or Manager ☐ Bank or Other Lender ☐ Other

If you named an individual above who appeared to be acting for a company in this case, check this box ☐ and write the name and address of the company in this space:

Name:	Address
-------	---------

Name and identify others (if any) you believe violated the law in this case:

3. What did the person you are complaining against do? Check all that apply and give the most recent date these act(s) occurred in block No. 6a below.

☐ Refuse to rent, sell, or deal with you ☐ Falsely deny housing was available ☐ Engage in blockbusting ☐ Discriminate in broker's services
☐ Discriminate in the conditions or terms of sale, rental occupancy, or in services or facilities ☐ Advertise in a discriminatory way ☐ Discriminate in financing ☐ Intimidated, interfered, or coerced you to keep you from the full benefit of the Federal Fair Housing Law
☐ Other (explain)

4. Do you believe that you were discriminated against because of your race, color, religion, sex, handicap, the presence of children under 18, or a pregnant female in the family or your national origin? Check all that apply.

<input type="checkbox"/> Race or Color <input type="checkbox"/> Black <input type="checkbox"/> White <input type="checkbox"/> Other	<input type="checkbox"/> Religion (specify)	<input type="checkbox"/> Sex <input type="checkbox"/> Male <input type="checkbox"/> Female	<input type="checkbox"/> Handicap <input type="checkbox"/> Physical <input type="checkbox"/> Mental	<input type="checkbox"/> Familial Status <input type="checkbox"/> Presence of children under 18 in the family <input type="checkbox"/> Pregnant female	<input type="checkbox"/> National Origin <input type="checkbox"/> Hispanic <input type="checkbox"/> Asian or Pacific Islander <input type="checkbox"/> American Indian or Alaskan Native <input type="checkbox"/> Other (specify)
--	---	--	---	--	---

5. What kind of house or property was involved? <input type="checkbox"/> Single-family house <input type="checkbox"/> A house or building for 2, 3, or 4 families <input type="checkbox"/> A building for 5 families or more <input type="checkbox"/> Other, including vacant land held for residential use (explain)	Did the owner live there? <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Unknown	Is the house or property <input type="checkbox"/> Being sold? <input type="checkbox"/> Being rented?	What is the address of the house or property? (street, city, county, State & zip code)
---	--	--	---

6. Summarize in your own words what happened. Use this space for a brief and concise statement of the facts. Additional details may be submitted on an attachment.

Note: HUD will furnish a copy of the complaint to the person or organization against whom the complaint is made.

6a. When did the act(s) checked in Item 3 occur? (Include the most recent date if several dates are involved)

7. I declare under penalty of perjury that I have read this complaint (including any attachments) and that it is true and correct.	Signature & Date
--	------------------

What Does the Fair Housing Amendments Act of 1988 Provide?

The Fair Housing Act declares that it is national policy to provide fair housing throughout the United States and prohibits eight specific kinds of discriminatory acts regarding housing if the discrimination is based on race, color, religion, sex, handicap, familial status or national origin.

1. Refusal to sell or rent or otherwise deal with a person.
2. Discriminating in the conditions or terms of sale, rental, or occupancy.
3. Falsely denying housing is available.
4. "Blockbusting"—causing person(s) to sell or rent by telling them that members of a minority group are moving into the area.
6. Discrimination in financing housing by a bank, savings and loan association, or other business.
7. Denial of membership or participation in brokerage, multiple listing, or other real estate services.
8. Interference, coercion, threats or intimidation to keep a person from obtaining the full benefits of the Federal Fair Housing Law and/or filing a complaint.

What Does the Law Exempt?

The first three acts listed above do not apply (1) to any single family house where the owner in certain circumstances does not seek to rent or sell it through the use of a broker or through discriminatory advertising, nor (2) to units in houses for two-to-four families if the owner lives in one of the units.

What Can You Do About Violations of the Law?

Remember, the Fair Housing Act applies to discrimination based on race, color, religion, sex, handicap, familial status, or national origin. If you believe you have been or are about to be, discriminated against or otherwise harmed by the kinds of discriminatory acts which are prohibited by law, you have a right, within 1 year after the discrimination occurred to:

1. **Complain to the Secretary of HUD** by filing this form by mail or in person. HUD will investigate. If it finds the complaint is covered by the law and is justified, it will try to end the discrimination by conciliation. If conciliation fails, other steps will be taken to enforce the law. In cases where State or local laws give the same rights as the Federal Fair Housing Law, HUD must first ask the State or local agency to try to resolve the problem.
2. **Go directly to Court** even if you have not filed a complaint with the Secretary. The Court may sometimes be able to give quicker, more effective, relief than conciliation can provide and may also, in certain cases, appoint an attorney for you (without cost).

You Should Also Report All Information about violations of the Fair Housing Act to HUD even though you don't intend to complain or go to court yourself.

Additional Details. If you wish to explain in detail in an attachment what happened, you should consider the following:

1. If you feel that others were treated differently from you, please explain the facts and circumstances.
2. If there were witnesses or others who know what happened, give their names, addresses, and telephone numbers.
3. If you have made this complaint to other government agencies or to the courts, state when and where and explain what happened.

Racial/Ethnic Categories

1. **White (Non Hispanic)**—A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.
2. **Black (Non Hispanic)**—A person having origins in any of the black racial groups of Africa.
3. **Hispanic**—A person of Mexican, Puerto Rican, Cuban, Central or South American or other Spanish Culture or origin, regardless of race.
4. **American Indian or Alaskan Native**—A person having origins in any of the original peoples of North America, and who maintains, cultural identification through tribal affiliation or community recognition.
5. **Asian or Pacific Islander**—A person having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa.

You can obtain assistance (a) in learning about the Fair Housing Act, or (b) in filing a complaint at the HUD Regional Offices listed below:

For Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont:

NEW ENGLAND OFFICE (Marcella_Brown@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Thomas P. O'Neill, Jr. Federal Building
10 Causeway Street, Room 321
Boston, MA 02222-1092
Telephone (617) 994-8300 or 1-800-827-5005
Fax (617) 565-7313 • TTY (617) 565-5453

For New Jersey and New York

New York/New Jersey Office (Stanley_Seidenfeld@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
26 Federal Plaza, Room 3532
New York, NY 10278-0068
Telephone (212) 264-1290 or 1-800-496-4294
Fax (212) 264-9829 • TTY (212) 264-0927

For Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, and West Virginia

MID-ATLANTIC OFFICE (Wanda_Nieves@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
The Wanamaker Building
100 Penn Square East
Philadelphia, PA 19107-9344
Telephone (215) 656-0662 or 1-888-799-2085
Fax (215) 656-3419 • TTY (215) 656-3450

For Alabama, the Caribbean, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee:

SOUTHEAST/CARIBBEAN OFFICE
(Gregory_L._King@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Five Points Plaza
40 Marietta Street, 16th Floor
Atlanta, GA 30303-2806
Telephone (404) 331-5140 or 1-800-440-8091
Fax (404) 331-1021 • TTY (404) 730-2654

For Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin:

MIDWEST OFFICE (Barbara_Knox@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Ralph H. Metcalfe Federal Building
77 West Jackson Boulevard, Room 2101
Chicago, IL 60604-3507
Telephone (312) 353-7776 or 1-800-765-9372
Fax (312) 886-2837 • TTY (312) 353-7143

For Arkansas, Louisiana, New Mexico, Oklahoma, and Texas:

SOUTHWEST OFFICE (Thurman G. Miles@hud.gov or Garry_L._Sweeney@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
801 North Cherry, 27th Floor
Fort Worth, TX 76102
Telephone (817) 978-5900 or 1-888-560-8913
Fax (817) 978-5876 or 5851 • TTY (817) 978-5595

For Iowa, Kansas, Missouri and Nebraska:

GREAT PLAINS OFFICE (Robbie_Herndon@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Gateway Tower II
400 State Avenue, Room 200, 4th Floor
Kansas City, KS 66101-2406
Telephone (913) 551-6958 or 1-800-743-5323
Fax (913) 551-6856 • TTY (913) 551-6972

For Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming:

ROCKY MOUNTAINS OFFICE (Sharon_L._Santoya@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
633 17th Street
Denver, CO 80202-3690
Telephone (303) 672-5437 or 1-800-877-7353
Fax (303) 672-5026 • TTY (303) 672-5248

For further information call the Toll-free Fair Housing Complaint Hotline 1-800-669-9777.
Hearing Impaired persons may call (TDD) 1-800-927-9275.

For Arizona, California, Hawaii, and Nevada:

PACIFIC/HAWAII OFFICE (Charles_Hauptman@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Phillip Burton Federal Building and U.S. Courthouse
450 Golden Gate Avenue
San Francisco, CA 94102-3448
Telephone (415) 436-8400 or 1-800-347-3739
Fax (415) 436-8537 • TTY (415) 436-6594

For Alaska, Idaho, Oregon, and Washington:

NORTHWEST/ALASKA OFFICE (Judith_Keeler@hud.gov)

Fair Housing Enforcement Center
U.S. Department of Housing and Urban Development
Seattle Federal Office Building
909 First Avenue, Room 205
Seattle, WA 98104-1000
Telephone (206) 220-5170 or 1-800-877-0246
Fax (206) 220-5447 • TTY (206) 220-5185

If after contacting the local office nearest you, you still have questions – you may contact HUD further at:

U.S. Department of Housing and Urban Development
Office of Fair Housing and Equal Opportunity
451 7th Street, S.W., Room 5204
Washington, DC 20410-2000
Telephone (202) 708-0836 or 1-800-669-9777
Fax (202) 708-1425 • TTY 1-800-927-9275

Privacy Act of 1974 (P.L. 93-579)

Authority: Title VIII of the Civil Rights Act of 1968, as amended by the Fair Housing Amendments Act of 1988, (P.L. 100-430).

Purpose: The information requested on this form is to be used to investigate and to process housing discrimination complaints.

Use: The information may be disclosed to the United States Department of Justice for its use in the filing of pattern or practice suits of housing discrimination or the prosecution of the person who committed the discrimination where violence is involved; and to state or local fair housing agencies which administer substantially equivalent fair housing laws for complaint processing.

Penalty: Failure to provide some or all of the requested information will result in delay or denial of HUD assistance.

Disclosure of this information is voluntary.

SECTION 3

- | | YES | NO |
|---|--------------------------|--------------------------|
| 1. Is your grant amount \$200,000 or more?
If No, Section 3 does not apply. No additional information is needed. | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. If Yes, will this project necessitate the hiring of new employees on your payroll or training of present employees?
If No, Section 3 does not apply to grantee's new hires. | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. Will any activities that generates employment opportunities necessitate issuing contracts of \$100,000 or more?
If No, Section 3 does not apply to the contractor. No additional information is needed. | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. If Yes, the following documentation should be completed and maintained on file demonstrating your efforts to enhance the employment of Section 3 residents or businesses: | | |

Types of outreach efforts to inform businesses and area low-income residents of Section 3 opportunities.

Numbers of Section 3 area residents provided jobs and/or training.

Numbers and dollar amounts of contractors awarded to businesses within the Section 3 covered project area (metropolitan area or non metropolitan county).

Documentation provided by contractors/subcontractors of their outreach efforts, employment, and training statistics.

LOWER INCOME CLARIFICATION

A family who resides in _____ (*Community*) _____ and whose income does not exceed the applicable threshold listed below is considered to be a lower income family.

THRESHOLDS

<u>Family Size</u>	<u>Income Limit^❶</u>
1	\$ _____
2	\$ _____
3	\$ _____
4	\$ _____
5	\$ _____
6	\$ _____
7	\$ _____
8	\$ _____

Date

Mayor or County Executive ^❷

- ❶ Insert the lower income figures for the county in which this project is located.
- ❷ The form must be dated and signed by the appropriate official.

"THE SECTION 3 CLAUSE"

A. The work to be performed under this contract is on a project assisted under a program providing direct Federal financial assistance from the Department of Housing and Urban Development and is subject to the requirements of Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u. Section 3 requires that to the greatest extent feasible, opportunities for training and employment be given to lower income residents of the area of the Section 3 covered project, and contracts for work in connection with the project be awarded to business concerns which are located in, or owned in substantial part by persons residing in the area of the Section 3 covered project.

B. The parties of this contract will comply with the provisions of said Section 3 and the regulations issued pursuant thereto by the Secretary of Housing and Urban Development set forth in 24 Part CFR 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of this contract. The parties to this contract certify and agree that they are under no contractual or other disability which would prevent them from complying with these requirements.

C. The contractor will send to each labor organization or representative of workers with which he has a collective bargaining agreement or other contract or understanding, if any, a notice advising the said labor organization or workers' representative of his

commitments under this section 3 clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment or training.

D. The contractor will include this section 3 clause in every subcontract for work in connection with the project and will, at the direction of the applicant for or recipient of Federal Financial assistance, take appropriate action pursuant to the subcontract upon a finding that the subcontractor is in violation of regulations issued by the Secretary of Housing and Urban Development, 24 CFR Part 135. The contractor will not subcontract with any subcontractor where it has notice or knowledge that the latter has been found in violation of regulations under 24 CFR Part 135 and will not let any subcontract unless the subcontractor has first provided it with a preliminary statement of ability to comply with the requirements of these regulations.

E. Compliance with the provisions of section 3, the regulations set forth in 24 CFR Part 135, and all applicable rules and orders of the Department issued thereunder prior to the execution of the contract, shall be a condition of the Federal financial assistance provided to the project, binding upon the applicant or recipient, its contractors and subcontractors, its successors, and assigns to those sanctions specified by the grant or loan agreement or contract through which Federal assistance is provided, and to such sanctions as are specified by 24 CFR Part 135.

Section 3 Summary Report
Economic Opportunities for
Low- and Very Low-Income Persons

U.S. Department of Housing
and Urban Development
Office of Fair Housing
and Equal Opportunity

OMB Approval No. 2529-0043
(exp. 6/30/2004)

HUD Field Office:

See back of page for Public Reporting Burden statement

1. Recipient Name & Address: (street, city, state, zip)	2. Federal Identification: (contract/award no.)	3. Dollar Amount of Award:
	4. Contact Person:	5. Phone: (include area code)
	6. Reporting Period:	7. Date Report Submitted:
8. Program Code: * <div></div> <div>(Use a separate sheet for each program code)</div>	9. Program Name:	

Part I: Employment and Training (** Include New Hires in columns E & F.)

A Job Category	B Number of New Hires	C Number of New Hires that are Sec. 3 Residents	D % of Aggregate Number of Staff Hours of New Hires that are Sec. 3 Residents	E** % of Total Staff Hours for Section 3 Employees and Trainees	F** Number of Section 3 Employees and Trainees
Professionals					
Technicians					
Office/Clerical					
Construction by Trade (List Trade					
Trade					
Trade					
Trade					
Trade					
Other (List)					
Total					

*Program Codes

1 = Flexible Subsidy

2 = Section 202/811

3 = Public/Indian Housing

A = Development,

B = Operation

C = Modernization

4 = Homeless Assistance

5 = HOME

6 = HOME-State Administered

7 = CDBG-Entitlement

8 = CDBG-State Administered

9 = Other CD Programs

10= Other Housing Programs

Part II: Contracts Awarded

1. Construction Contracts:

A. Total dollar amount of all contracts awarded on the project	\$
B. Total dollar amount of contracts awarded to Section 3 businesses	\$
C. Percentage of the total dollar amount that was awarded to Section 3 businesses	%
D. Total number of Section 3 businesses receiving contracts	

2. Non-Construction Contracts:

A. Total dollar amount of all non-construction contracts awarded on the project/activity	\$
B. Total dollar amount of non-construction contracts awarded to Section 3 businesses	\$
C. Percentage of the total dollar amount that was awarded to Section 3 businesses	%
D. Total number of Section 3 businesses receiving non-construction contracts	

Part III: Summary

Indicate the efforts made to direct the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs, to the greatest extent feasible, toward low- and very low-income persons, particularly those who are recipients of government assistance for housing. (Check all that apply.)

- ☐ Attempted to recruit low-income residents through: local advertising media, signs prominently displayed at the project site, contacts with community organizations and public or private agencies operating within the metropolitan area (or nonmetropolitan county) in which the Section 3 covered program or project is located, or similar methods.
- ☐ Participated in a HUD program or other program which promotes the training or employment of Section 3 residents.
- ☐ Participated in a HUD program or other program which promotes the award of contracts to business concerns which meet the definition of Section 3 business concerns.
- ☐ Coordinated with Youthbuild Programs administered in the metropolitan area in which the Section 3 covered project is located.
- ☐ Other; describe below.

Public reporting burden for this collection of information is estimated to average 2 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. This agency may not collect this information, and you are not required to complete this form, unless it displays a currently valid OMB control number.

Section 3 of the Housing and Urban Development Act of 1968, as amended, 12 U.S.C. 1701u., mandates that the Department ensure that employment and other economic opportunities generated by its housing and community development assistance programs are directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing. The regulations are found at 24 CFR Part 135. The information will be used by the Department to monitor program recipients' compliance with Section 3, to assess the results of the Department's efforts to meet the statutory objectives of Section 3, to prepare reports to Congress, and by recipients as a self-monitoring tool. The data is entered into a data base and will be analyzed and distributed. The collection of information involves recipients receiving Federal financial assistance for housing and community development programs covered by Section 3. The information will be collected annually to assist HUD in meeting its reporting requirements under Section 808(e)(6) of the Fair Housing Act and Section 916 of the HCDA of 1992. An assurance of confidentiality is not applicable to this form. The Privacy Act of 1974 and OMB Circular A-108 are not applicable. The reporting requirements do not contain sensitive questions. Data is cumulative; personal identifying information is not included.

Instructions: This form is to be used to report annual accomplishments regarding employment and other economic opportunities provided to low- and very low-income persons under Section 3 of the Housing and Urban Development Act of 1968. The Section 3 regulations apply to any **public and Indian Housing programs** that receive: (1) development assistance pursuant to Section 5 of the U.S. Housing Act of 1937; (2) operating assistance pursuant to Section 9 of the U.S. Housing Act of 1937; or (3) modernization grants pursuant to Section 14 of the U.S. Housing Act of 1937 and to **recipients of housing and community development assistance in excess of \$200,000** expended for: (1) housing rehabilitation (including reduction and abatement of lead-based paint hazards); (2) housing construction; or (3) other public construction projects; and to **contracts and subcontracts in excess of \$100,000** awarded in connection with the Section-3-covered activity.

Form HUD-60002 has three parts which are to be completed for all programs covered by Section 3. Part I relates to **employment and training**. The recipient has the option to determine numerical employment/training goals either on the basis of the number of hours worked by new hires (columns B, D, E and F) or the number of new hires utilized on the Section 3 covered project (columns B, C and F). Part II of the form relates to **contracting**, and Part III summarizes recipients' **efforts** to comply with Section 3.

Recipients or contractors subject to Section 3 requirements must maintain appropriate documentation to establish that HUD financial assistance for housing and community development programs were directed toward low- and very low-income persons.* A recipient of Section 3 covered assistance shall submit two copies of this report to the local HUD Field Office. Where the program providing assistance requires an annual performance report, this Section 3 report is to be submitted at the same time the program performance report is submitted. Where an annual performance report is not required, this Section 3 report is to be submitted by January 10 and, if the project ends before December 31, within 10 days of project completion. **Only Prime Recipients are required to report to HUD. The report must include accomplishments of all recipients and their Section 3 covered contractors and subcontractors.**

HUD Field Office: Enter the Field Office name forwarding the Section 3 report.

1. Recipient: Enter the name and address of the recipient submitting this report.
2. Federal Identification: Enter the number that appears on the award form (with dashes). The award may be a grant, cooperative agreement or contract.
3. Dollar Amount of Award: Enter the dollar amount, rounded to the nearest dollar, received by the recipient.
- 4 & 5. Contact Person/Phone: Enter the name and telephone number of the person with knowledge of the award and the recipient's implementation of Section 3.
6. Reporting Period: Indicate the time period (months and year) this report covers.
7. Date Report Submitted: Enter the appropriate date.

Submit two (2) copies of this report to the HUD Field Office of Fair Housing and Equal Opportunity, Program Operations and Compliance Center Director, at the same time the performance report is submitted to the program office. For those programs where such a report is not required, the Section 3 report is submitted by January 10. Include only contracts executed during the reporting period specified in item 8. PHAs/HAs are to report all contracts/subcontracts.

* The terms "low-income persons" and "very low-income persons" have the same meanings given the terms in section 3(b)(2) of the United States Housing Act of 1937. **Low-income persons** mean families (including single persons) whose incomes do not exceed 80 per centum of the median income for the area, as determined by the Secretary, with adjustments for

8. Program Code: Enter the appropriate program code as listed at the bottom of the page.

9. Program Name: Enter the name of the HUD Program corresponding with the "Program Code" in number 8.

Part I: Employment and Training Opportunities

Column A: Contains various job categories. Professionals are defined as people who have special knowledge of an occupation (i.e., supervisors, architects, surveyors, planners, and computer programmers). For construction positions, list each trade and provide data in columns B through F for each trade where persons were employed. The category of "Other" includes occupations such as service workers.

Column B: Enter the number of new hires for each category of workers identified in **Column A** in connection with this award. New Hire refers to a person who is not on the contractor's or recipient's payroll for employment at the time of selection for the Section 3 covered award or at the time of receipt of Section 3 covered assistance.

Column C: Enter the number of Section 3 new hires for each category of workers identified in **Column A** in connection with this award. Section 3 new hire refers to a Section 3 resident who is not on the contractor's or recipient's payroll for employment at the time of selection for the Section 3 covered award or at the time of receipt of Section 3 covered assistance.

Column D: Enter the percentage of all the staff hours of new hires (Section 3 residents) in connection with this award.

Column E: Enter the percentage of the total staff hours worked for Section 3 employees and trainees (including new hires) connected with this award. Include staff hours for part-time and full-time positions.

Column F: Enter the number of Section 3 residents that were employed and trained in connection with this award.

Part II: Contract Opportunities

Block 1: Construction Contracts

Item A: Enter the total dollar amount of all contacts awarded on the project/program.

Item B: Enter the total dollar amount of contracts connected with this project/program that were awarded to Section 3 businesses.

Item C: Enter the percentage of the total dollar amount of contracts connected with this project/program awarded to Section 3 businesses.

Item D: Enter the number of Section 3 businesses receiving awards.

Block 2: Non-Construction Contracts

Item A: Enter the total dollar amount of all contacts awarded on the project/program.

Item B: Enter the total dollar amount of contracts connected with this project awarded to Section 3 businesses.

Item C: Enter the percentage of the total dollar amount of contracts connected with this project/program awarded to Section 3 businesses.

Item D: Enter the number of Section 3 businesses receiving awards.

Part III: Summary of Efforts - Self-explanatory

smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 80 per centum of the median for the area on the basis of the Secretary's findings such that variations are necessary because of prevailing levels of construction costs or unusually high- or low-income families. **Very low-income persons** mean low-income families (including single persons) whose incomes do not exceed 50 per centum of the median family income for the area, as determined by the Secretary with adjustments for smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 50 per centum of the median for the area on the basis of the Secretary's findings that such variations are necessary because of unusually high or low family incomes.

SAMPLE - HIRING POLICY

The City/County of _____ is an Equal Opportunity Employer. All personnel actions shall be made on a non-discriminatory basis without regard to race, color, religion, sex, disability, age or national origin.

In compliance with Section 504, the City/County will make whatever reasonable accommodations that are needed for employment of otherwise qualified people with disabilities.

As vacancies occur and/or new positions are created every effort will be made to upgrade employees from lower classification positions.

Applications will be accepted at any time and a list will be maintained of all applicants.

If no qualified applications are on file, the position will be publicly advertised and contain a statement pledging non-discrimination.

Vacancies will be filled to the greatest extent feasible with qualified lower income residents. The City/County will make every effort to increase both its minority and female employment.

POLICY OF NONDISCRIMINATION

The _____ does not discriminate on the basis of race, color, religion, national origin, sex, age or disability status in the admission or access to, or treatment or employment in, its federally assisted programs or activities.

(Name)

(Address)

(City) (State) (Zip)

() _____ (Voice)
(Telephone Number)

() _____ (TDD)
(Telephone Number)

has been designated to coordinate compliance with the nondiscrimination requirements contained in the Department of Housing and Urban Development's (HUD) regulations implementing Section 504 (24 CFR Part 8, dated June 2, 1988), Section 3 (24 CFR Part 135, as amended June 30, 1994) (Use of Small and Disadvantaged Businesses and Hiring Lower Income Residents of the Project Area), Equal Employment Opportunity Act of 1978 (In House Equal Employment Opportunity), Executive Order 11246, as amended by Executive Order 12086 (Equal Employment Opportunity on Federal Assisted Construction Contracts), and Executive Order 11625 (Minority Entrepreneurship).

Public Reporting Burden for this collection of information is estimated to average .50 hours per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. This information is voluntary. HUD may not collect this information, and you are not required to complete this form, unless it displays a currently valid OMB Control Number.

Executive Order 12421 dated July 14, 1983, directs the Minority Business Development Plans shall be developed by each Federal Agency and that these annual plans shall establish minority business development objectives. The information is used by HUD to monitor and evaluate MBE activities against the total program activity and the designated minority business enterprise (MBE) goals. The Department requires the information to provide guidance and oversight for programs for the development of minority business enterprise concerning Minority Business Development. If the information is not collected HUD would not be able to establish meaningful MBE goals nor evaluate MBE performance against these goals. While no assurances of confidentiality is pledged to respondents, HUD generally discloses this data only in response to a Freedom of Information request.

Privacy Act Notice - The United States Department of Housing and Urban Development, Federal Housing Administration, is authorized to solicit the information requested in this form by virtue of Title 12, United States Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. It will not be disclosed or released outside the United States Department of Housing and Urban Development without your consent, except as required or permitted by law.

1. Grantee/Project Owner/Developer/Sponsor/Builder/Agency

Check if:
PHA ☐
IHA ☐

2. Location (City, State, ZIP Code)

3a. Name of Contact Person

3b. Phone Number (Including Area Code)

4. Reporting Period
☐ Oct. 1 - Sept. 30 (Annual-FY)

5. Program Code (Not applicable for CPD programs.)
See explanation of codes at bottom of page.
Use a separate sheet for each program code.

6. Date Submitted to Field Office

Grant/Project Number or HUD Case Number or other identification of property, subdivision, dwelling unit, etc. 7a.	Amount of Contract or Subcontract 7b.	Type of Trade Code (See below) 7c.	Contractor or Subcontractor Business Racial/Ethnic Code (See below) 7d.	Woman Owned Business (Yes or No) 7e.	Prime Contractor Identification (ID) Number 7f.	Sec. 3 7g.	Subcontractor Identification (ID) Number 7h.	Sec. 3 7i.	Contractor/Subcontractor Name and Address 7j.				
									Name	Street	City	State	Zip Code

CPD:

1 = New Construction
2 = Education/Training
3 = Other

7c: Type of Trade Codes:

Housing/Public Housing:
1 = New Construction
2 = Substantial Rehab.
3 = Repair
4 = Service
5 = Project Mangt.

6 = Professional
7 = Tenant Services
8 = Education/Training
9 = Arch./Engrg. Appraisal
0 = Other

7d: Racial/Ethnic Codes:

1 = White Americans
2 = Black Americans
3 = Native Americans
4 = Hispanic Americans
5 = Asian/Pacific Americans
6 = Hasidic Jews

5: Program Codes

(Complete for Housing and Public and Indian Housing programs only):
1 = All insured, including Section 8
2 = Flexible Subsidy
3 = Section 8 Noninsured, Non-HFDA
4 = Insured (Management
5 = Section 202
6 = HUD-Held (Management)
7 = Public/Indian Housing

This report is to be completed by grantees, developers, sponsors, builders, agencies, and/or project owners for reporting contract and subcontract activities of \$10,000 or more under the following programs: Community Development Block Grants (entitlement and small cities); Urban Development Action Grants; Housing Development Grants; Multifamily Insured and Noninsured; Public and Indian Housing Authorities; and contracts entered into by recipients of CDBG rehabilitation assistance.

Contracts/subcontracts of less than \$10,000 need be reported only if such contracts represent a significant portion of your total contracting activity. Include only contracts executed during this reporting period.

This form has been modified to capture Section 3 contract data in columns 7g and 7i. Section 3 requires that the employment and other economic opportunities generated by HUD financial assistance for housing and community development programs shall, to the greatest extent feasible, be directed toward low- and very low-income persons, particularly those who are recipients of government assistance for housing. Recipients using this form to report Section 3 contract data must also use Part I of form HUD-60002 to report employment and training opportunities data. Form HUD-2516 is to be

completed for public and Indian housing and most community development programs. Form HUD-60002 is to be completed by all other HUD programs including State administered community development programs covered under Section 3.

A Section 3 contractor/subcontractor is a business concern that provides economic opportunities to low- and very low-income residents of the metropolitan area (or nonmetropolitan county), including a business concern that is 51 percent or more owned by low- or very low-income residents; employs a substantial number of low- or very low-income residents; or provides subcontracting or business development opportunities to businesses owned by low- or very low-income residents. Low- and very low-income residents include participants in Youthbuild programs established under Subtitle D of Title IV of the Cranston-Gonzalez National Affordable Housing Act.

The terms “low-income persons” and “very low-income persons” have the same meanings given the terms in section 3(b)(2) of the United States Housing Act of 1937. Low-income persons mean families (including single persons) whose incomes do not exceed 80 per centum of the median income for the area, as determined by the Secretary, with adjustments for smaller and larger families, except that the Secretary

may establish income ceilings higher or lower than 80 per centum of the median for the area on the basis of the Secretary’s findings that such variations are necessary because of prevailing levels of construction costs or unusually high or low-income families. Very low-income persons means low-income families (including single persons) whose incomes do not exceed 50 per centum of the median family income for the area, as determined by the Secretary with adjustments for smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 50 per centum of the median for the area on the basis of the Secretary’s findings that such variations are necessary because of unusually high or low family incomes.

Submit two (2) copies of this report to your local HUD Office within ten (10) days after the end of the reporting period you checked in item 4 on the front.

Complete item 7h. only once for each contractor/subcontractor on each semi-annual report.

Enter the prime contractor's ID in item 7f. for all contracts and subcontracts. Include only contracts executed during this reporting period. PHAs/IHAs are to report all contracts/subcontracts.

Community Development Programs

- 1. **Grantee:** Enter the name of the unit of government submitting this report.
- 3. **Contact Person:** Enter name and phone of person responsible for maintaining and submitting contract/subcontract data.
- 7a. **Grant Number:** Enter the HUD Community Development Block Grant Identification Number (with dashes). For example: B-32-MC-25-0034. For Entitlement Programs and Small City multi-year comprehensive programs, enter the latest approved grant number.
- 7b. **Amount of Contract/Subcontract:** Enter the dollar amount rounded to the nearest dollar. If subcontractor ID number is provided in 7f, the dollar figure would be for the subcontract only and not for the prime contract.
- 7c. **Type of Trade:** Enter the numeric codes which best indicates the contractor's/ subcontractor's service. If subcontractor ID number is provided in 7f., the type of trade code would be for the subcontractor only and not for the prime contractor. The "other" category includes supply, professional services and all other activities except construction and education/training activities.
- 7d. **Business Racial/Ethnic/Gender Code:** Enter the numeric code which indicates the racial/ethnic /gender character of the owner(s) and controller(s) of 51% of the business. When 51% or more is not owned and controlled by any single racial/ethnic/ gender category, enter the code which seems most appropriate. If the subcontractor ID number is provided, the code would apply to the subcontractor and not to the prime contractor.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Enter the Employer (IRS) Number of the Prime Contractor as the unique identifier for prime recipient of HUD funds. Note that the Employer (IRS) Number must be provided for each contract/subcontract awarded.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Enter the Employer (IRS) Number of the subcontractor as the unique identifier for each subcontract awarded from HUD funds. When the subcontractor ID Number is provided, the respective Prime Contractor ID Number must also be provided.
- 7i. **Section 3 Contractor:** Enter Yes or No.
- 7j. **Contractor/Subcontractor Name and Address:** Enter this information for each

Previous editions are obsolete.

firm receiving contract/subcontract activity only one time on each report for each firm.

Multifamily Housing Programs

- 1. **Grantee/Project Owner:** Enter the name of the unit of government, agency or mortgagor entity submitting this report.
- 3. **Contact Person:** Same as item 3 under CPD Programs.
- 4. **Reporting Period:** Check only one period.
- 5. **Program Code:** Enter the appropriate program code.
- 7a. **Grant/Project Number:** Enter the HUD Project Number or Housing Development Grant or number assigned.
- 7b. **Amount of Contract/Subcontract:** Same as item 7b. under CPD Programs.
- 7c. **Type of Trade:** Same as item 7c. under CPD Programs.
- 7d. **Business Racial/Ethnic/Gender Code:** Same as item 7d. under CPD Programs.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Same as item 7f. under CPD Programs.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Same as item 7h. under CPD Programs.
- 7i. **Section 3 Contractor:** Enter Yes or No.
- 7j. **Contractor/Subcontractor Name and Address:** Same as item 7j. under CPD Programs.

Public Housing and Indian Housing Programs

PHAs/IHAs are to report all contracts/subcontracts. Include only contracts executed during this reporting period.

- 1. **Project Owner:** Enter the name of the unit of government, agency or mortgagor entity submitting this report. Check box as appropriate.
- 3. **Contact Person:** Same as item 3 under CPD Programs.
- 4. **Reporting Period:** Check only one period.
- 5. **Program Code:** Enter the appropriate program code.
- 7a. **Grant/Project Number:** Enter the HUD Project Number or Housing Development Grant or number assigned.
- 7b. **Amount of Contract/Subcontract:** Same as item 7b. under CPD Programs.
- 7c. **Type of Trade:** Same as item 7c. under CPD Programs.
- 7d. **Business Racial/Ethnic/Gender Code:** Same as item 7d. under CPD Programs.
- 7e. **Woman Owned Business:** Enter Yes or No.
- 7f. **Contractor Identification (ID) Number:** Same as item 7f. under CPD Programs.
- 7g. **Section 3 Contractor:** Enter Yes or No.
- 7h. **Subcontractor Identification (ID) Number:** Same as item 7h. under CPD Programs.
- 7i. **Section 3 Contractor:** Enter Yes or No.
- 7j. **Contractor/Subcontractor Name and Address:** Same as item 7j. under CPD Programs.

MINORITY EMPLOYMENT GOALS BY ECONOMIC AREA FOR STATE OF TENNESSEE

(U. S. Department of Labor
Federal Register, Volume. 45, No. 194, 10/3/80)

Until further notice, the following goals for minority utilization in each construction craft and trade shall be included in all Federal or Federally assisted construction contracts and subcontracts in excess of \$10,000 to be performed in the respective geographical areas. The goals are applicable to the contractor's aggregate on-site construction workforce whether or not part of that workforce is performing work on a Federal or Federally assisted construction contract or subcontract. A covered contractor or subcontractor shall apply the goals of the relevant area where the contract is being performed. **The female goal for the State is 6.9%.**

Minority Goal (%)	Area	Minority Goal (%)	Area
	051 CHATTANOOGA, TN		TN Johnson
	SMSA		VA Buchanan
			VA Dickenson
12.5	1560 Chattanooga, TN-GA		VA Lee
	GA Catoosa		VA Russell
	GA Dade		VA Smyth
	GA Walker		VA Tazewell
	TN Hamilton		VA Wise
	TN Marion		VA Norton
	TN Sequatchie		WV McDowell
			WV Mercer
8.6	Non-SMSA Counties		053 KNOXVILLE, TN
	AL DeKalb		SMSA
	AL Jackson	6.6	3840 Knoxville, TN
	GA Chattanooga		TN Anderson
	GA Murray		TN Blount
	GA Whitfield		TN Knox
	TN Bledsoe		TN Union
	TN Bradley		
	TN Grundy	4.5	Non-SMSA Counties
	TN McMinn		KY Bell
	TN Meigs		KY Harlan
	TN Monroe		KY Knox
	TN Polk		KY Laurel
	TN Rhea		KY McCreary
	062 JOHNSON CITY -		KY Wayne
	KINGSPORT BRISTOL,		KY Whitley
	TN-VA		TN Campbell
	SMSA		TN Claiborne
2.6	3660 Johnson City -		TN Cocke
	Kingsport - Bristol, TN-VA		TN Cumberland
	TN Carter		TN Fentress
	TN Hawkins		TN Grainger
	TN Sullivan		TN Hamblen
	TN Unicoi		TN Jefferson
	TN Washington		TN Loudon
	VA Scott		TN Morgan
	VA Washington		TN Roane
	VA Bristol		TN Scott
			TN Sevier
3.2	Non-SMSA Counties		
	TN Greene		
	TN Hancock		

Minority Goal (%)	Area	Minority Goal (%)	Area
	054 NASHVILLE, TN		
	SMSA		TN Marshall
18.2	1660 Clarksville - Hopkinsville, TN-KY		TN Maury
			TN Moore
			TN Overton
			TN Perry
			TN Pickett
	KY Christian		TN Putnam
	TN Montgomery		TN Smith
15.8	5360 Nashville -Davidson, TN		TN Stewart
			TN Trousdale
			TN Van Buren
			TN Warren
	TN Cheatham		TN Wayne
	TN Davidson		TN White
	TN Dickson		
	TN Robertson		055 MEMPHIS, TN
	TN Rutherford		SMSA
	TN Sumner		
	TN Williamson	32.3	4920 Memphis, TN-AR-MS
	TN Wilson		
12.0	Non-SMSA Counties		AR Chittendon
			MS DeSoto
	KY Allen		TN Shelby
	KY Barren		TN Tipton
	KY Butler		
	KY Clinton	26.5	Non-SMSA Counties
	KY Cumberland		
	KY Edmonson		AR Clay
	KY Logan		AR Craighead
	KY Metcalfe		AR Cross
	KY Monroe		AR Greene
	KY Simpson		AR Lawrence
	KY Todd		AR Lee
	KY Trigg		AR Mississippi
	KY Warren		AR Phillips
	TN Bedford		AR Poinsett
	TN Cannon		AR Randolph
	TN Clay		AR St. Francis
	TN Coffee		MS Alcorn
	TN DeKalb		MS Benton
	TN Franklin		MS Bolivar
	TN Giles		MS Calhoun
	TN Hickman		MS Carroll
	TN Houston		MS Chickasaw
	TN Humphreys		MS Clay
	TN Jackson		MS Coahoma
	TN Lawrence		
	TN Lewis		
	TN Macon		

Minority Goal (%)	Area
26.5	MS Grenada MS Itawamba MS Lafayette MS Lee MS Leflore MS Marshall MS Monroe MS Montgomery MS Panola MS Pontotoc MS Prentiss MS Quitman MS Sunflower MS Tallahatchie MS Tate MS Tippah MS Tishomingo MS Union MS Washington MS Webster MS Yalobvsha MO Dunklin MO New Madrid MO Pemiscot TN Benton TN Carroll TN Chester TN Crockett TN Decatur TN Dyer TN Fayette TN Gibson TN Hardeman TN Hardin TN Haywood TN Henderson TN Henry TN Lake TN Lauderdale TN McNairy TN Madison TN Obion TN Weakley 050 HUNTSVILLE - FLORENCE, AL
11.2	Non-SMSA Counties TN Lincoln

MEMO FOR MINORITY BUSINESS SOLICITATION
--

MEMORANDUM

To: FH/EO File
From: _____
Date: (Current Date)
Subject: Minority Business Participation

On (Date), (Company Name), (Company Address) was contacted and informed of solicitation of bids for the (Name and Contract # of Project). (Person Contacted) was informed of the project timeframe and where to pick up plans and specifications.

LETTER ON MINORITY BUSINESS SOLICITATION
--

(Current Date)

(Inside Address)

Dear _____:

This is to inform you that _____ (*Grantee*) has recently been awarded a Community Development Block Grant for _____ (*Project Description*).

A copy of the advertisement for bids is attached, detailing the project and bidding procedures.

If you have any questions, please do not hesitate to contact me at _____ (*Telephone Number*).

Sincerely,

(*Signature*)
(*Title*)
(*Community*)

XX:xxx

Attachment

JULY 2003

DIRECTORY

OF

MINORITY AND FEMALE

CONTRACTORS AND SUPPLIERS

IN

TENNESSEE

PREPARED BY:

DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT

ABOUT THE DIRECTORY

The directory lists counties in alphabetical order. Minority and female businesses are alphabetized under corresponding counties as follows:

- Business Name and Address
- Telephone Number
- President, Owner, or Contact Person
- Description of Services

Several counties are not included in the directory. There are two primary reasons.

- Minority/Female owned businesses do not exist in some counties.
- Information regarding Minority/Female owned businesses has not been provided for these counties.

If your project is located in a county without minority/female businesses, efforts should be made to solicit minority/female participation from surrounding counties.

Questions concerning the directory or suggestions on how it may be modified should be forwarded to:

**Department of Economic and Community Development
Program Management Section
312 Eighth Avenue, North
10th Floor, William R. Snodgrass Tennessee Tower
Nashville Tennessee 37243-0405**

Directory of Minority and Female Contractors, Suppliers and Services

ANDERSON COUNTY

Advanced Integ. Management Services, Inc.
575 Oak Ridge Turnpike, Suite B-3
Oak Ridge, Tennessee 37830

(865) 482-9879

Reginald Hall

Engineering, Architecture, Health and Safety, and
Construction Management

Certified By: TDOT

Brown Painting & Sandblasting Company
438 W. Outer Drive
Oak Ridge, Tennessee 37830

(865) 482-5754

James J. Brown

Painting (exterior & interior) Sandblasting -
Market Area, within 50 miles.

Certified By: None

Engineering Construction Services
5603 Harriman Hwy.
Oliver Springs, Tennessee 37840

(865) 435-1007

Telena Moore

Construction and engineering services

Certified By: TDOT

Golden Landscape & Reclamation
459 Peach Orchard Road
Clinton, Tennessee 37716

(865) 494-9040

Mary Lou Golden

Aggregate construction, excavation and
embankment, general contracting building, moving,
demolition, clearing, grubbing, landscaping, sodding,
seeding

Certified By: TDOT

Industrial Hardware & Supply, Inc.
733 Emory Valley Road
Oak Ridge, Tennessee 37830

(865) 482-5522

Crystal Duke

Wholesale distributorship

Certified By: None

J & D Enterprises
395 Lakeview Lane
Andersonville, Tennessee 37705

(865) 494-9630

Jackie Proffer

Supplier and manufacturer of patch cord assemblies

Certified By: TDOT

M.K. Wilson & Associates
550 Oak Ridge Turnpike, Box 5207
Oak Ridge, Tennessee 37830

(865) 482-9442

Kathey Wilson

Supplier of asphalt, concrete, fence, posts, plants,
sand, signs, electrical, paper products, & office
equipment

Certified By: TDOT

MS Technology, Inc.
137 Union Valley Road
Oak Ridge, Tennessee 37830

(865) 483-0895

Harbans Singla

Engineering design information

Certified By: TDOT

Oak Ridge Research Institute
113 Union Valley Road
Oak Ridge, Tennessee 37830

(865) 481-5000

Dr. Nathaniel Revis

Environmental, geotechnical, soils analysis, studies,
test matter

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Pruitt Landscaping Company

531 West Broad Street
Clinton, Tennessee 37716

(865) 457-4733

William M. Pruitt

Landscaping

Certified By: TDOT

Security Consultants Group, Inc.

178 Northwestern Avenue
Oak Ridge, Tennessee 37830

(865) 482-7440

Marsha Langford

Security and consulting

Certified By: TDOT

S.T.E.P., Inc.

1006 Floyd Culler Court
Oak Ridge, Tennessee 37830

(865) 481-7837

Jeffrey Woods

Gavel or crushed stone, rip-rap, concrete, building, moving, demolition, clearing, grubbing, joint sawing and sealing, landscaping and painting. Environmental consulting/engineering and construction management.

Certified By: TDOT

BEDFORD COUNTY**Brave Construction Co., Inc.**

P.O. Box 124, 204 Greenbrier Ave.
Shelbyville, Tennessee 37160

(931) 684-5097

Neal Mathews

Road, bridge, drainage, and related work

Certified By: TDOT

First Ambulance Center of Tenn. Inc.

P.O. Box 172, 250 Thompson Street
Shelbyville, Tennessee 37160

(931) 684-3033

Jasper Moon

Manufactures ambulances

Certified By: OMBE

T & T Steel Erectors, Inc.

1201 Knob Creek Road
Wartrace, Tennessee 37183

(931) 389-9650

Vivian L. Thomas

Placement of reinforcing steel

Certified By: TDOT

Thomison Brothers, Inc.

264 Henslee Road
Shelbyville, Tennessee 37160

(931) 684-1878

George Thomison

Labor and materials for stone masonry, riprap, and miscellaneous concrete

Certified By: None

Tillman Construction Company, Inc.

264 Henslee Road
Shelbyville, Tennessee 37160

(931) 684-9403

Ronald W. Tillman

General Contractor - Market Area, statewide

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

BENTON COUNTY

Arnold Trucking & Leasing

6915 Hwy. 641 South
Camden, Tennessee 38320

(731) 584-2888

Francis Arnold

Trucking and hauling

Certified By: TDOT

D & D Trucking Co. of Tennessee

P.O. Box 326, 2900 70 Bypass West
Camden, Tennessee 38320

(731) 584-5007

Kim Dudley

Trucking and hauling

Certified By: TDOT

BLOUNT COUNTY

Cable Construction, Inc.

P.O. Box 5776
Maryville, Tennessee 37801

(865) 977-4290

Debbie S. Cable

Construction and contracting all types

Certified By: TDOT

Caldwell Fence Co.

P.O. Box 5239
Maryville, Tennessee 37802

(865) 982-2185

Marilyn Caldwell

Fencing, Guardrails

Certified By: TDOT

JMT, Inc.

Box 5415
Maryville, Tennessee 37802

(865) 984-5696

Mari Wilkerson

Trucking and hauling

Certified By: TDOT

Shore Tank Lines, Inc.

P.O. Box 6018
3835 Fieldview Road
Maryville, Tennessee 37802

(865) 984-0752

Judy Shore

Trucking

Certified By: TDOT

Whaley & Sons, Inc.

P.O. Box 369
10123 Chapman Hwy.
Seymour, Tennessee 37865

(865) 573-7542

Lynda Whaley

Earthwork, clearing, grubbing, fence

Certified By: None

W & W Painting Services

3426 Russellwood Drive
Rockford, Tennessee 37853

(865) 982-6489

Herchell B. White

Painting – commercial and industrial

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

BRADLEY COUNTY

American Custom Manufacturing

Box 3630
Cleveland, Tennessee 37320

(423) 476-5599

Lee Otis Burton

Manufacturing and supplier of steel pressure
vessels
and handrails

Certified By: TDOT

AYM Contracting, Inc.

4707 Rosemary Road
Ooltewah, Tennessee 37363

(423) 296-2801

Arlene Y. Moore

Rebar placement and tying, demolition, excavation,
concrete, temporary walls

Certified By: TDOT

F & W Construction Co., Inc.

686 Rakestraw Rd., SW
McDonald, Tennessee 37353

(423) 473-9847

Sandra F. Rakestraw

Rip-rap, curb, gutter, driveways, sidewalks, inlets,
catch basins, manholes and culverts

Certified By: TDOT

Gibco Dozer

875 Wildwood Avenue
Cleveland, Tennessee 37311

(423) 476-7905

Sharon Gilbert

Excavation

Certified By: TDOT

Marvin Wood

135 Fair Street
Cleveland, Tennessee 37311

(423) 472-9595

Housing rehabilitation

Certified By: None

M.C. Construction

535 Willow Street, N.W.
Cleveland, Tennessee 37311

(423) 339-1146

Mike Campbell

Masonry and concrete work

Certified By: TDOT

Southern Erosion Control

Box 2384
Cleveland, Tennessee 37320

(423) 478-5455

Jo Ann Reece

Manufacturing and installation of silk fence

Certified By: TDOT

CARTER COUNTY

ALH Construction Company

415 W.E. St.
Elizabethton, Tennessee 37643

(423) 543-4946

Annette Hall

Concrete flatwork, structures, and underground
general construction

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Native Green Landscaping

142 Lovers Lane
Elizabethton, Tennessee 37643

(423) 542-7396

Lori Shell

Erosion control, clearing, grubbing, landscaping,
sodding, seeding

Certified By: TDOT

Perry Wash

830 Watauga Avenue
Elizabethton, Tennessee 37603

(423) 542-5379

Concrete contractors

Certified By: None

CHEATHAM COUNTY

Lu, Inc.

P.O. Box 607, 430 Park St.
Kingston Springs, Tennessee 37082

(615) 952-5501

Betty Cole

General, commercial, highway specialty contractors,
guardrail

Certified By: TDOT

Reginald Ewin Trucking Co.

4064 Manning Hollow
Pegram, Tennessee 37143

(615) 353-1684

Reginal Ewin

Trucking and hauling

Certified By: TDOT

R J Abstract and Translation Services

1008 Mayes Road
Kingston Springs, Tennessee 37082

(615) 952-5626

Ricardo Colon/Jennifer Colon

Titles searches for residential and commercial
properties and translation from English to Spanish

Certified By: TDOT

R. N. Ferguson Co. Inc.

1311 Dry Creek Road, P.O. Box 327
Ashland City, Tennessee 37015

(615) 792-7602

Carolyn Ferguson

Painting, sandblasting

Certified By: TDOT

CLAY COUNTY

TKM, Inc.

915 Weaver Bottom Road
Celina, Tennessee 38551

(931) 243-3958

Tammie K. Melton

Erosion and traffic control, landscaping

Certified By: TDOT

COCKE COUNTY

Erby Contractors, Inc.

P.O. Box 701
Newport, Tennessee 37822

(423) 625-1658

Deborah Erby

Trucking & Hauling - Communications
Equipment/Radios

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Roland Dykes Mason
1105 Dykes Street
Newport, Tennessee 37821

Housing rehabilitation

Certified By: None

COFFEE COUNTY

Gilley Contruction
Box 2214, 4741 Murfreesbor Hwy.
Manchester, Tennessee 37355

(931) 728-3296

Vicki Gilley

Rebar and wire mesh (in concrete)

Certified By: TDOT

Harold Holloway
Route 1, Box 340B
Tullahoma, Tennessee 37388

Harold Holloway

Housing rehabilitation

Certified By: None

Mid-Tenn Turf, Inc.
Route 3, Box 3199
Manchester, Tennessee 37355-9117

(931) 366-7178

Marilyn Howard

Seeding and sodding

Certified By: TDOT

New Horizons Services, Inc.
1301 E. Carroll Street
Tullahoma, Tennessee 37388

(931) 455-6000

Rebecca Parker

Employment and labor service

Certified By: OMBE

Roberts Seeding and Sod, Inc.
1657 Old Airport Road
Hillsboro, Tennessee 37342

(931) 596-2411

Theresa Roberts

Sodding, seeding, erosion control, trees and shrubs

Certified By: TDOT

CROCKETT COUNTY

Gridco Way, Inc.
2900 Maury City, Chestnut Bluff Road
Friendship, Tennessee 38034

(731) 656-4131

Lynda Riddick

Installs guardrails and concrete work

Certified By: None

J. R. Construction, Inc.
P.O. Box 268, 214 First Street
Maury City, Tennessee 38050

(731) 656-2731

Barbara Riley

Road and bridge work, concrete paving

Certified By: TDOT

K and L Construction Company
Route 1, Chestnut Bluff Road
Friendship, Tennessee 38034

(731) 656-2326

Lynda Riddick, Kerel Riddick

Grading/dirt construction

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

CUMBERLAND COUNTY

England Striping Inc.

P.O. Box 891
Crossville, Tennessee 38557

(931) 484-6188

Judith England

Pavement marking

Certified By: TDOT

DAVIDSON COUNTY

A. Buchanan Electric & Plumbing

172 Moss Road
Nashville, Tennessee 37221

(615) 832-7111

William Moss

Electrical and plumbing

Certified By: None

A. C. Power, Inc.

827 West McKenzie Ave.
Nashville, Tennessee 37206

(615) 226-8476

Kelly Holmes

General contracting concrete, clearing, grubbing,
steel erection and trucking

Certified By: TDOT

A-1 Environmental Placement

603 Fordomatic Drive
Nashville, Tennessee 37209-1623

(615) 353-6407

Betty Carver

Temporary employee service for environmental
employees

Certified By: TDOT

Advanced Parking Lot Service

725 Rocky Mtn. Ct.
Antioch, Tennessee 37013

(615) 361-9999

Vanessa Childress

Commercial & industrial line striping, tennis courts,
asphalt maintenance, power washing & seal coating

Certified By: TDOT

Aggregate Logistics LLC

315 Tenth Avenue North, Suite 118
Nashville, Tennessee 37203

(615) 255-3519 - 800-967-6199

Richard Friley

Trucking and hauling transportation logistics

Certified By: TDOT

Alexander & Associates

P.O. Box 80357
Nashville, Tennessee 37208

(615) 244-3202

Victor Alexander

Insurance products and risk management services

Certified By: TDOT

Allied Concrete Construction

105 Joyner Avenue
Nashville, Tennessee 37210

(615) 834-3657

Brian Wilhite

Concrete contractor

Certified By: None

Allied Technology Group, Inc.

315 Woodland Street
Nashville, Tennessee 37206

(615) 664-1150

James Tucker

Engineering services

Certified By: OMBE

Directory of Minority and Female Contractors, Suppliers and Services

Allyson Shumate

1225 Buckhead Drive
Brentwood, Tennessee 37027

(615) 333-2570
(931) 334-6835

Allyson Shumate

Project management, control consulting and
construction management

Certified By: TDOT

Alpha Computech

315 10th Avenue North, Suite 108
Nashville, Tennessee 37203

(615) 259-0066

Saletta Holloway

Hardware and software computer training

Certified By: TDOT

Aztech Industrial Supply, Inc.

1305 Elm Hill Pike
Nashville, Tennessee 37210

(615) 255-8700

Lesly Hart-Kelly

Industrial supply

Certified By: OMBE

Big M. Trucking Co., Inc.

P.O. Box 17157
Nashville, Tennessee 37217

(615) 399-7013

Cecilia Kay Little

Trucking and hauling supplier of crushed stone

Certified By: TDOT

Blake Industries, Inc.

425 Harding Industrial Drive
Nashville, Tennessee 37211

(615) 834-7949

Marilyn Blake

Water quality control

Certified By: OMBE

Bodie & Associates

150 Fourth Avenue North, Suite 110
Nashville, Tennessee 37219

(615) 327-1144

Al Bodie

Marketing public relation information systems
and general management

Certified By: TDOT

Booker Engineering, Inc.

3200 Cynthia Lane
Nashville, Tennessee 37207

(615) 262-3800

Brenda Booker

Engineering

Certified By: TDOT

Care Management Consultants

Box 3101
Brentwood, Tennessee 37024

(615) 373-2273

Kathy Ingleson

Medial case management

Certified By: TDOT

Caution, Inc.

P.O. Box 1266, 307 Arlington Avenue
Brentwood, Tennessee 37027

(615) 254-3557

Deborah Carol Cole

General construction - commercial, industrial
buildings, miscellaneous and speciality items -
guardrails, fences, signs, lighting, pavement
markings, traffic control devices

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Centennial Express, Inc.

P.O. Box 91117, 4200 Delaware Avenue
Nashville, Tennessee 37209

(615) 383-2200

Phillip A. Carman, III

Temperature and non-temperature controlled semi-trailer hauling

Certified By: TDOT

Childs Enterprise

4900 Indian Summer Dr.
Nashville, Tennessee 37207

(615) 876-2479

Donald Childs

Manufactures wood products

Certified By: None

Commerical Gunitite Inc.

605 Vanoke Drive
Madison, Tennessee 37115

(615) 865-4557

Beverly Nollner

Concrete and bridge repair using pneumatically applied mortor

Certified By: None

Connico Incorporated

P.O. Box 270036
Nashville, Tennessee 37227-0036

(615) 399-8300

Connie S. Gowder

Construction consultant, scheduling

Certified By: TDOT

Custom Lawn & Landscaping

3012-B River Drive
Nashville, Tennessee 37218

(615) 255-0904

Kenneth Cole

Lawn care and landscaping

Certified By: TDOT

Eddie Randolph Construction Company, Inc.

P.O. Box 70127, 615 Douglas Avenue
Nashville, Tennessee 37207

(800) 765-0694

Eddie Randolph

Concrete paving

Certified By: OMBE

Elite Roofing Company

1048 A Jefferson Street
Nashville, Tennessee 37208

(615) 259-0774

D'Arcy Porter/Katherine Lee

Commercial, industrial and residential roofing

Certified By: TDOT

Eubanks & Sons Construction Company

1401 Litton Avenue
Nashville, Tennessee 37216

(615) 228-0409

Anthony Eubanks

General contractor - commerical building, residential rehab, municipal sewer and water lines

Certified By: None

Geotek Engineering Co., Inc.

2909 Elizabeth Street
Nashville, Tennessee 37211

(615) 833-3800

Louis Mishu

Engineering, environmental, geotechnical, soils analysis, inspection and materials testing

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

H. M. C. Contractors, Inc.

2704 Larmon Drive, P.O. Box 40542
Nashville, Tennessee 37204

(615) 298-1003

B.J. Hogan

Concrete paving, barrier walls, bridge rails, curb and gutter, concrete sidewalks, drives, culverts, box bridge - miscellaneous concrete work

Certified By: TDOT

Holland's Lawn and Landscaping

1439 Ardee Avenue
Nashville, Tennessee 37216

(615) 226-7251

Norma Holland

Landscaping, guardrail, fence, sodding, seeding, painting and concrete (curb, gutter, driveways and sidewalks)

Certified By: TDOT

I.C.F. Builders and Consultants

784 McGavox Pike
Nashville, Tennessee 37214

(615) 883-7335

Roger Ligon

Commercial, industrial residential construction and rehabilitation

Certified By: TDOT

I.D.E.A.L. Inc.

P.O. Box 78125, 3002 Ambrose Avenue
Nashville, Tennessee 37207

(615) 262-6401

Ramiro Muralles

Electrical and plumbing supplies

Certified By: TDOT

Ideals on Paper, Inc.

2803-B Foster Avenue, Suite 201
Nashville, Tennessee 37210

(615) 834-6555

BeLinda Wright

Computer aided drafting, utilities mapping, and digitized mapping

Certified By: TDOT

J F Collier Roofing Co, Inc.

1523 Jones Avenue
Nashville, Tennessee 37207

(615) 226-2844

Yvonne Collier

Commercial and industrial roofing

Certified By: TDOT

C.E. Jones, Inc.

805 A West McKenzie Avenue
Nashville, Tennessee 37206

(615) 228-0881

Carl Jones

General contracting, bridges, roadways, drainage and excavation, flat concrete work, etc.

Certified By: TDOT

J T & D Contractors Co.

545 Phipps Drive
Nashville, Tennessee 37218

(615) 876-1323

Masonry and backhoe

Certified By: None

Keepsake, Inc.

830 Fesslers Pkwy., Suite 122
Nashville, Tennessee 37210

(615) 726-2266

Sarah Hart

Manufactures carrying bags

Certified By: OMBE

Directory of Minority and Female Contractors, Suppliers and Services

Kerr Bros. & Associates, Inc.

P.O. Box 110071, 935 3rd Ave. South
Nashville, Tennessee 37222

(615) 255-8614

M. L. Kerr

Pavement Markings

Certified By: TDOT

Kiddway Construction

P.O. Box 80210, 1314 5th Avenue North
Nashville, Tennessee 37208

(615) 256-6144

C.P. Kiddway

Aggregate construction, concrete, earthwork,
general contracting, and incidental

Certified By: TDOT

K S Ware & Associates, Inc., LLC

54 Lindsley Avenue
Nashville, Tennessee 37210-2039

(615) 773-7125, (615) 742-7476

Kathryn Ware

Geotechnical engineering soil analysis materials
testing and environmental consulting, construction
stakes, lines and grades line item 105M01 and
information technology applications

Certified By: TDOT

Landau Landscaping

3208 Vailview Drive
Nashville, Tennessee 37207

(615) 262-2270

George Alexander

Landscaping

Certified By: TDOT

L & G Construction Co., Inc.

2614 Hart Street
Nashville, Tennessee 37207

(615) 227-1775

Shirley Arnold

Concrete: curb, gutter, driveways, sidewalks, sewer,
grading, utility construction, excavation and hauling

Certified By: TDOT

Logan Patri Engineering, Inc.

2312-A Kline Avenue
Nashville, Tennessee 37211

(615) 726-2902 (615) 726-4990

Narasimha Rao Patri

Consulting and structural engineering

Certified By: TDOT

Manyam, Shull, Thompson, Inc.

2143 Belcourt Avenue
Nashville, Tennessee 37212

(615) 292-4500

Harold Thompson

Engineering services

Certified By: OMBE

Martha Stinson Public Relation

2606 Westwood Avenue
Nashville, Tennessee 37212

(615) 385-3890

Martha Stinson

Public relations, marketing, communications
brochures and event management

Certified By: TDOT

Martin Kidd Associates

3200 West End Avenue, Suite 500
Nashville, Tennessee 37203

(615) 783-1626

Yvonne Martin-Kidd

Advertising/Public relations, banking, and marketing
consulting

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Mayes Masonry Company
530 Veritas Street
Nashville, Tennessee 37211

(615) 833-5565

Augusta Mayes

Masonry

Certified By: None

McAlco Construction, Inc.
P.O. Box 210702
Nashville, Tennessee 37221

(615) 373-8646

Tracy McAlister

Inlets, catch basins, manholes, curbs, concrete paving, and gutters

Certified By: TDOT

McFall Sod and Seed
340 Driel Avenue
Nashville, Tennessee 37210

(615) 832-3839

Jackie McFall

Seeding and sodding

Certified By: TDOT

McKibbens Maintenance Repair
4804 Indian Summer Drive
Nashville, Tennessee 37207

(615) 292-9150

Kerry A. McKibbens

General contracting roofing, painting, electrical work and home renovations

Certified By: TDOT

McKissack & McKissack Architect
2014 Broadway, Suite 260
Nashville, Tennessee 37203

(615) 327-0455

Leatrice McKissack

Architect and engineering, planning design and construction

Certified By: TDOT

M.G. and Associates
P.O. Box 121647
Nashville, Tennessee 37212

(615) 329-4455

Melvin Gill

Engineering services

Certified By: OMBE

Mid-South Materials Co.
310 Madison Street
Madison, Tennessee 37115

(615) 868-7113

Ralph E. White

Industrial building materials and supplies

Certified By: OMBE

Milam Enterprises, Inc.
P.O. Box 111513
Nashville, Tennessee 37211

(615) 352-3466 or 377-6681

Edgar Milam

Trucking, guardrail and other highway developments

Certified By: None

Minorico Supply Co., Inc.
P.O. Box 80360
Nashville, Tennessee 37208

(615) 255-5570, (800) 786-1064

Joseph T. Owner

Supplier of industrial, electrical, uniform & office products

Certified By: TDOT

Mitchell and Everett Construction
401 Moss Creek Court
Nashville, Tennessee 37221

(615) 662-8397

Tony Everett, Anetra Mitchell

Painting and sandblasting

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

M.K.L.A.V. Inc. DBA Parker Construction

315 10th Ave., N., Suite 128
Nashville, Tennessee 37203

(615) 255-1633

Maquel H. Parker

General contracting, concrete, reinforcing steel,
steel erection and roofing, architectural/eng.
services

Certified By: TDOT

Morgan & Morgan, Inc.

1812 Pearl Street
Nashville, Tennessee 37203

(615) 329-1797

George Morgan

Consulting architectural, environmental, planning,
inspection and studies

Certified By: TDOT

Music, Inc.

1012 17th Avenue, South
Nashville, Tennessee 37212

(615) 327-4369

Sherytha Scaife

Manufacturer: Music recording

Certified By: OMBE

Music City Office Supply House

230 Great Circle Road
Nashville, Tennessee 37204

(615) 269-0395

Joseph Jackson

Customer services, telecommunications

Certified By: OMBE

Office At Home Enterprises, Inc.

5504 S. Stanford Drive
Nashville, Tennessee 37215

(615) 665-0258

Denise B. Gore

Office products and services

Certified By: OMBE

Panther Construction Co., Inc.

2120 Gains Street
Nashville, Tennessee 37207

(615) 227-9747

James Davis

Building restoration, waterproofing, stucco and
exterior thermal systems

Certified By: TDOT

Planning, Design & Research, Inc.

200 Lindell Avenue
Nashville, Tennessee 37203

(615) 298-2065

Ak Upadhyaya

Engineering, environmental, hydrology,
geotechnical, soils analysis, planning, inspection,
studies, and materials testing

Certified By: TDOT

Preventive Maintenance Co., Inc.

Box 270845
Nashville, Tennessee 37227-0845

(615) 882-0064

Edward Gardner

Clearing, grubbing, landscaping, sodding, and
seeding

Certified By: TDOT

Professional Touch Landscaping and Excavating

107 Music City Circle, Suite 300
Nashville, Tennessee 37214

(615) 885-2242

Gerald Beard

Landscaping, sodding and seeding, clearing and
grubbing

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

R.B. Jr.'s Hauling Service

1249 Massman Drive
Nashville, Tennessee 37217

(615) 366-6109

Robert Blackman, Jr.

Trucking and hauling

Certified By: OMBE

Reginald Ewing Trucking Co.

3906 Crouch Drive
Nashville, Tennessee 37207

(615) 923-9663 - (615) 876-3722

Reginald Ewing

Trucking and hauling

Certified By: TDOT

RJ Abstract and Translation Services

6453 Thunderbird Drive
Nashville, Tennessee 37209

(615) 356-7091

Ricardo Colon Jennifer Colon

Titles searches for residential and commercial
properties and translation from English to Spanish

Certified By: TDOT

Robertson Electrical Company

1618 Buchanan Street
Nashville, Tennessee 37208

(615) 256-0692

D. J. Robertson

Electrical

Certified By: None

Roe Construction Company

950 Maxwell Avenue
Nashville, Tennessee 37206

(615) 227-0263

Rufus Evans

Residential rehab

Certified By: None

SEJ Cement Finishing, Inc.

763 Lynwood Avenue
Nashville, Tennessee 37203

(615) 242-9878

Searcy McClain

Paving, curbs and gutters, slabs

Certified By: OMBE

Southeast Power and Equipment, Inc.

1967 Nolensville Road, P.O. Box 101416
Nashville, Tennessee 37211

(615) 256-8445

Joyce Jackson

Heavy equipment sales and services

Certified By: OMBE

Stones River Electric, Inc.

P.O. Box 100965
510 Cave Road
Nashville, Tennessee 37224

(615) 885-0019

Jami Wilson

Lighting and traffic control

Certified By: TDOT

Superior Systems

100 Rock Street
Nashville, Tennessee 37207

(615) 226-6140

Richard H. Earring

Installation systems, caulking waterproofing, building
restoration, water treatment facilities

Certified By: OMBE

Swann and Company

3712-B Nolensville Road
Nashville, Tennessee 37211

(615) 315-0948

Martha S. Murphy

Manufactures signs

Certified By: OMBE

Directory of Minority and Female Contractors, Suppliers and Services

Tennessee Equipment Sales & Installation

924 South Douglas
Nashville, Tennessee 37204

(615) 463-8711

Tina Hill

Installation of athletic equipment, lockers and bleachers

Certified By: TDOT

T G, Inc.

Main Street
Nashville, Tennessee 37206

(615) 620-5100

Tracy Hammonds

Sale of office and industrial supplies

Certified By: TDOT

The Renick Company, LLC

2905 Harbor View Drive
Nashville, Tennessee 37217

(615) 360-8458

Glenda Renick

Construction and interior design

Certified By: TDOT

Thompson Landscaping & Excavating

4701 Lebanon Road, F-152
Hermitage, Tennessee 37076

(615) 872-0530

Charles Thompson

Landscaping

Certified By: None

Thornton & Associates

1205 S. Graycroft Ave.
Nashville, Tennessee 37115-5130

(615) 226-5621

Erly Thornton

Surveying and inspection

Certified By: TDOT

TRC International, Ltd.

1657 Murfreesboro Road, Suite C
Nashville, Tennessee 37217

(615) 360-2126

Surendra Ramanna

Engineering

Certified By: TDOT

Trice Transportation

2169 Riverway Drive
Old Hickory, Tennessee 37188

(615) 847-9395

John Trice

Trucking and hauling

Certified By: TDOT

Williams-Russell and Johnson

220 Athens Way, Plaza One, Suite 450
Nashville, Tennessee 37228

(615) 254-2170

Ernest Brown

Engineering services

Certified By: OMBE

William Smith & Son Contractors

3213 Wilmoth Court
Nashville, Tennessee 37207

(615) 226-3315

Terry Ezell

General contractor, municipal water and sewer line, residential - rehab - commercial

Certified By: OMBE

Wilmot & Associates, Inc.

3654 Knollwood Road
Nashville, Tennessee 37215

(615) 297-0478

Tiffany Wilmot

Waste management and prevention

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Zycron Computer Services, Inc.
2620 Clarksville Pike
Nashville, Tennessee 37208

(615) 251-9588

Darrell S. Freeman

Computer technology and consultation

Certified By: TDOT

DICKSON COUNTY

Ameri-Clean
1313 Allen Road, P.O. Box 97
Burns, Tennessee 37029

(615) 446-0350

Julie Gopperton

Commercial, industrial and residential pressure
washing and painting, truck wash terminal

Certified by: None

Specialized Communications
103 Forrest Hills Circle
Dickson, Tennessee 37055

(615) 740-1200

Elizabeth A. Hall

Provide and install testing of fiber optic equipment

Certified By: TDOT

TN Precision Machine Co., Inc.
P.O. Box 393
Dickson, Tennessee 37056

(615) 226-4816

Pam Collins

Concrete Paving

Certified By: TDOT

DYER COUNTY

American Building Contractors
1101 Hornbrook St.
Dyersburg, Tennessee 38024

(731) 286-2520

Charles McCright

Painting and texture coating

Certified By: TDOT

Debra H. Campbell
P.O. Box 1050
Dyersburg, Tennessee 38025

(731) 285-6567

Debra H. Campbell

Housing rehabilitation

Certified By: None

H & B Painting & Construction Co.
Route 5, Box 551
Dyersburg, Tennessee 38024

(731) 587-9889

Mr. Harlan

Painting drywall, texture coating of bridges, guard
rail installation and landscaping

Certified By: None

J. L. Hart
Highway 20 West, Box 1021
Dyersburg, Tennessee 38025

(731) 285-1065

J. L. Hart

Landscaping, yard sowing, yard grading, dirt and
gravel hauling, site grading, light dozer work and
backhoe work

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

FAYETTE COUNTY

Clayton Contracting Company

5710 Highway 57
Rossville, Tennessee 38066

(901) 759-1193

Peggy Clayton

Concrete flatwork, building moving, demolition,
clearing and grubbing, fence, guardrail, joint sawing,
sealing, pavement patching, erosion control

Certified By: TDOT

Heritage Landscaping Company

203 W. Marginal St.
Somerville, Tennessee 38068

(901) 465-7104

Tracy Lindsey

Landscaping, sodding and seeding

Certified By: TDOT

GIBSON COUNTY

J & N Construction

208 State Rt. 187
Milan, Tennessee 38358

(731) 686-8279 - (731) 686-7726

Robert Jenkins

Excavation

Certified By: TDOT

Payne Steel Erectors, Inc.

P.O. Box 247
Kenton, Tennessee 38233

(731) 749-7991

Geoffrey Payne

Hauling, concrete flatwork and painting

Certified By: TDOT

Plastics and Rubber Products

44 Otha Holt Road
Milan, Tennessee 38358

(901) 686-9004

Yolanda K. Woods

Sales of plastic and rubber products

Certified By: TDOT

Smith's Excavating Service, Inc.

488 Gibson Wells Road
Humboldt, Tennessee 38343

(731) 784-8700

Scarlett Smith

Excavation, building terraces, ponds and lakes

Certified By: TDOT

WMC Contracting Co., Inc.

1142 S. High Street, P.O. Box 85
Trenton, Tennessee 38382

(731) 855-1491

Dennis Garcia

Concrete (driveways, sidewalks, curb, gutter, catch
basins, inlets)

Certified By: TDOT

GILES COUNTY

Landscaping Concepts

Route 1, P.O. Box 745
Frankewing, Tennessee 38459

(931) 732-4578

Nancy Strong

Landscaping

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

S & S Backhoe & Dozer Construction Co.

241 B Greenfield Road
Prospect, Tennessee 38477

(931) 424-5723

Taft Smith

Excavation, embankments, catch basins, culverts,
clearing and grubbing

Certified By: TDOT

Sprague & Sprague Engineers

P.O. Box 9292
Greeneville, Tennessee 37743

(615) 299-5393

Gaye Sprague

Traffic engineering, transportation planning and
geosynthetic engineering

Certified By: TDOT

GRAINGER COUNTY

Edd's Construction Co., Inc.

Box 107-B
Blaine, Tennessee 37709

(865) 933-4912

Edward Ray Howell, Jr.

Building and road construction and maintenance

Certified By: None

GRUNDY COUNTY

Haynes Erosion Control

Box 81
Pelham, Tennessee 37366

(931) 467-3487

Martha L. Haynes

Erosion control, fence and guardrail

Certified By: TDOT

GREENE COUNTY

M. V. Contractors

5606 Horton Hwy.
Greeneville, Tennessee 37745

(423) 234-0229

Margaret Vuillemier

Trucking, hauling, clearing and grubbing, excavation
and roadway grading

Certified By: TDOT

Securities Service Network

129 W. Depot Street, Suite 3
Greeneville, Tennessee 37743

(423) 787-9333

Judy Walton

Selling, installing and servicing employee benefits
for business and industry. Retirement, health,
personal financial investing, life insurance, workers
comp., section 125 plans, long/short term disability
plans

Certified By: TDOT

HAMBLLEN COUNTY

Jones Concrete Construction

303 East Louise Avenue
Morristown, Tennessee 37814

(423) 586-9594

Kenneth Jones

Concrete construction

Certified By: None

Magnum Construction

P.O. Box 81
Talbott, Tennessee 37877

(865) 475-4020

Judy Tallent

Road construction

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Mills Construction Co.
1176 Tair Road
Talbott, Tennessee 37877

(865) 475-8686

Carl Mills

General contractor

Certified By: None

Mills Landscaping
3557 Falcon Road
Morristown, Tennessee 37814

(423) 581-0681

Ruth A. Mills

Landscaping, clearing, grubbing and erosion control

Certified By: TDOT

Rucker Masonry
1534 Goodson Avenue
Morristown, Tennessee 37814

(423) 586-0619

Charles Rucker

Masonry

Certified By: None

HAMILTON COUNTY

Alert Plumbing & Heating
2201 Shepherd Road
Chattanooga, Tennessee 37421

(423) 267-7320

Alvin Thomas

Plumbing/mechanical contractor

Certified By: OMBE

Anne M. Wilkins Co., CPA
6918 Shallowford Road, Suite 201
Chattanooga, Tennessee 37422-3234

(423) 899-2298

Accounting services

Certified By: OMBE

APCO Construction Company
912 M. Orchard Knob Avenue
Chattanooga, Tennessee 37406

(423) 698-0961

Herbert Wright

Residential - rehab, commercial

Certified By: None

Arun Wagh, Inc.
8299 Beaverwood Drive
Germantown, Tennessee 38138

(901) 755-3230

Arun Wagh

Engineering, environmental, hydrology,
geotechnical, soils analysis, materials testing and
consulting

Certified By: TDOT

A-Tech Services, Corporation
P.O. Box 1301
Hixson, Tennessee 37343

(423) 344-1888

Cleophus Heard

Heating and Air Conditioning

Certified By: TDOT

Ball Construction Company, Inc.
2311 Benton Avenue
Chattanooga, Tennessee 37406

(423) 624-1475

James A. Ball

General contractor

Certified By: OMBE

Bentco Office Solutions
100 Cherokee Blvd., Suite 217
Chattanooga, Tennessee 37405

(423) 756-4437

Edward Bentley

Office equipment: furniture supplies and ergonomic
work equipment

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Bluett Plumbing

6011 Walden Avenue
Chattanooga, Tennessee 37421

(423) 894-9716

John Bluett

Plumbing contractor

Certified By: None

BMG Specialties

1420 B South Moore Road
Chattanooga, Tennessee 37412

(423) 899-9400

Bonnie Gilreath

Construction materials supplier and other specialty items

Certified By: TDOT

Brackett Construction Services

214 Frawley Road
East Ridge, Tennessee 37412

(423) 892-4780

Dixon Brackett

Design surveying, construction surveying, and field engineering

Certified By: None

Buonocore Trucking

112 Joyce Avenue
Chattanooga, Tennessee 37415

(423) 364-7508

Patricia Buonocore

Trucking and hauling

Certified By: TDOT

Choo-Choo Pack

7436 Hamilton Run Drive
Chattanooga, Tennessee 37421

(423) 855-1939

Juanita Barbee

Distributor of containers

Certified By: OMBE

Clay Construction Company

4616 Leslie Lane
Chattanooga, Tennessee 37415

(423) 629-1024

James Clay

General construction

Certified By: OMBE

Dayrel's A/C Heating

102 Morningside Drive
Chattanooga, Tennessee 37404

(423) 624-9998

Dayrel Moore

A/C Refrigeration and HVAC Heating

Certified By: TDOT

Diversified Supply

1150 Latta Street
Chattanooga, Tennessee 37406

(423) 698-1551

Dan Anderson

Commercial and industrial electrical supplies

Certified By: TDOT

Fletcher Books

5968A Brainerd Road
Chattanooga, Tennessee 37421

(423) 894-4411

Doris M. Fletcher

Retail Sales

Certified By: None

G & H Steel Erection Co.

P.O. Box 22722
Chattanooga, Tennessee 37422

(423) 892-3861

Archie Griffin

Steel erection

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Hanner Construction Company

5117 Lantana Lane
Chattanooga, Tennessee 37416

(423) 499-0080

Jerry Hanner

Concrete construction, manholes and driveways

Certified By: TDOT

Herman Grant Company, Inc.

1100 Ashmore Avenue, P.O. Box 15006
Chattanooga, Tennessee 37415

(423) 266-6138

Paula Grant

Highway construction

Certified By: TDOT

J.B. Transportation Services

2912 South Hickory
Chattanooga, Tennessee 37404

(423) 624-0959

Janie Burns

Freight hauling, tractor/trailer repair

Certified By: None

J.R. Seymore Construction Company

2203 Gilbert Street
Chattanooga, Tennessee 37406

(423) 698-1872

J.R. Seymore

Residential - rehab

Certified By: None

James Agnew Contractor, Inc.

439 Manufacturers Road
Chattanooga, Tennessee 37405

(423) 266-7268

Martha A. Hicks

Grading contractors - heavy equipment and hauling

Certified By: None

James Smith Construction Company

1815 Shephard Road
Chattanooga, Tennessee 37410

(423) 629-4014

James Smith

Concrete construction

Certified By: None

Jenkins Enterprises

1937 East 34th Street
Chattanooga, Tennessee 37407

(423) 624-5906

Eric Jenkins

General contractor - residential

Certified By: None

K & E Trucking Inc.

4295 Cromwell Road, Box 23966
Chattanooga, Tennessee 37422

(423) 894-6430

Donna K. Mullins

Trucking and hauling

Certified By: TDOT

Kreative Touche Landscaping

32 Paulmar Drive
Chattanooga, Tennessee 37415

(423) 870-5403

Reuben Mitchell

Lawn care and landscaping and authorized dealer of
Ever mulch

Certified By: TDOT

Lewis C & O Construction Company

1403 Wisdom
Chattanooga, Tennessee 37406

(423) 622-7709

James Lewis

General contractor - residential

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Mandrill Corp. Inc.

P.O. Box 11221
Chattanooga, Tennessee 37401

(423) 876-9734

James Mathis

Demolition and site preparation

Certified By: TDOT

Mosely Construction Company

1710 Newton Street
Chattanooga, Tennessee 37406

(423) 629-6396

Eules Mosley

General contractor - residential

Certified By: None

Ocie Brown & Son Plumbing Company

4921 Swan Road
Chattanooga, Tennessee 37416

(423) 894-4866

Ocie Brown

Plumbing contractor

Certified By: None

Phillips Plumbing Company

507 Mealo Drive
Chattanooga, Tennessee 37411

(423) 698-0561

Jessie Phillips

Plumbing contractor

Certified By: None

PLT Construction Company, Inc.

7626 Dayton Pike
Chattanooga, Tennessee 37343

(423) 842-8892

Patricia Thomas

Concrete finishing, trucking

Certified By: TDOT

Professional Cleaning Services

3100 Wood Avenue
Chattanooga, Tennessee 37406

(423) 624-0871

Deborah T. Croft

Professional commercial janitorial services

Certified By: TDOT

Professional Concrete Finishing Co., Inc.

Box 1565
Soddy Daisy, Tennessee 37384

(423) 267-4074

Ivan Toney, Jr.

Concrete work

Certified By: TDOT

Robbs Electric

5201 Central Avenue
Chattanooga, Tennessee 37410

(423) 821-8815

Herbert Robbs

Electrical

Certified By: OMBE

Scenic City Electric Company

728 Moore Street
Chattanooga, Tennessee 37411

(423) 629-4944

Justin Odom

Electrical

Certified By: None

Shrop Construction Company

3605 Rogers Road
Chattanooga, Tennessee 37411

(423) 622-2539

James Shropshire

Concrete flatwork, driveways and sidewalks and building construction

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Signal Design Group

2525 Broad Street, Suite 101
Chattanooga, Tennessee 37408

(423) 265-4400

Ann Weeks

Interior Design

Certified By: OMBE

S. J. Thomas Incorporated

8047 Dayton Boulevard
Chattanooga, Tennessee 37343

(423) 842-1041

Shirley Thomas

Fencing and guard railing, concrete paving

Certified By: TDOT

Thomas & Thomas, Inc.

1108 Moss Drive
Chattanooga, Tennessee 37411

(423) 622-6623

Daniel Thomas

Plumbing

Certified By: OMBE

Vantage Point Consulting

1915 East 25th Street Place
Chattanooga, Tennessee 37407

(423) 624-9475

Renee Smith

Consulting, management information, process,
design and training

Certified By: TDOT

Vasco Electric, Inc.

702 Woods Avenue
Chattanooga, Tennessee 37411

(423) 622-2708

Vasco Jones

Electrical contractor

Certified By: OMBE

Vega Corporation of TN

P.O. Box 11126
Chattanooga, Tennessee 37401

(423) 266-8876

Lou Garcia

General contractor

Certified By: TDOT

HARDEMAN COUNTY**Hayes Herron**

Route 3, Box 388
Bolivar, Tennessee 38008

(731) 658-3321

Hayes Herron

Housing rehabilitation, brick work, plumbing, roofing

Certified By: None

Pirtle Paving Company

Route 1, P.O. Box 64
Toone, Tennessee 38381

(731) 658-3790

Willie Pirtle

Asphalt paving and incidental work thereto

Certified By: None

HARDIN COUNTY**Burdine Construction Company**

215 Vernon Road
Morris Chapel, Tennessee 38361

(731) 687-3402

Prentis Burdine

Trucking and hauling, aggregate construction,
earthwork, concrete

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Damron Trucking

645 Damron Loop
Counce, Tennessee 38326

(731) 689-3877

Lee Damron

Hauling rock, gravel, asphalt

Certified By: TDOT

Pickwick Construction Company

P.O. Box 253
Counce, Tennessee 38326

(731) 689-3020

Charles Irons

General construction

Certified By: TDOT

HAWKINS COUNTY

RMK Construction Company

Box 337
Rogersville, Tennessee 37857

(423) 272-5426

Rebecca George

Steel erection, pavement marking, flatwork
excavation

Certified By: TDOT

HAYWOOD COUNTY

Jones Paving Company

2422 Scrub Oak Road
Stanton, Tennessee 38069

(731) 294-2611

Richard Jones

Paving, trucking, hauling, asphalt and dozer

Certified By: TDOT

Taylor's Construction

1103 Devonne Street
Brownsville, Tennessee 38012

(731) 772-2191

Construction and engineering

Certified By: None

HENRY COUNTY

J.R. Hayes Construction Co., Inc.

2525 Highway South
Paris, Tennessee 38242

(731) 642-4704

Leisha Reynolds

Concrete flatwork, trucking and paving

Certified By: TDOT

Ray Enterprises

P.O. Box 205
Puryear, Tennessee 38251

(731) 247-5198

Sarah L. Ray

Construction

Certified By: TDOT

L. I. Smith & Associates

302 North Caldwell
Paris, Tennessee 38242

(731) 644-1014

Lucile D. Smith, R.L.S.

Land surveying and engineering

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

HUMPHREYS COUNTY

Earthmoving Engineers

Route 2, Box 186
Waverly, Tennessee 37185

(931) 296-2410

Wesley Ridgeway

Construction

Certified By: None

JACKSON COUNTY

W and W Construction Company

Route 1, Box 187C
Bloomington Springs, Tennessee 38545

(931) 526-9120

Henry Wood

General contractor, municipal sewer and water lines,
roads and bridges

Certified By: OMBE

JOHNSON COUNTY

Watauga Whitewater Paving

Route 1, Box 250, 9th Street
Watauga, Tennessee

(423) 929-8409

Patricia Archie

Paving contractor

Certified By: None

KNOX COUNTY

Alpine Construction Co.

1820 Azrock Drive
Knoxville, Tennessee 37914-8007

(865) 637-1107

Charlie W. Elder

General, residential & industrial contracting and
painting

Certified By: TDOT

Anderson Cement Contractor

1211 Dailey, S.E.
Knoxville, Tennessee 37915

(865) 637-0380

Isaac Anderson

Contractor

Certified By: None

Best Service Group, Inc.

4760 Western Ave., P.O. Box 50938
Knoxville, Tennessee 37950

(865) 584-1111

Theresa Stubblefield

Commercial/Public and private fencing

Certified By: TDOT

Boyzie Turner Wrecking Company

1924 Leslie Street
Knoxville, Tennessee 37921

(865) 522-7902

Boyzie Turner

Contractor

Certified By: None

Business Dynamics

411 Gay Street, Box 6748
Knoxville, Tennessee 37914

(865) 546-7245

James Rice

General contractors - asphalt paving, trucking,
sidewalks, hauling, concrete work, excavation, road
and bridge construction

Certified By: TDOT

C. D. Truck Service

4416 Plymouth
Knoxville, Tennessee 37914

(865) 521-7892

Cleveland Drummond

Trucking business

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

CGS, Inc.

P.O. Box 22310
Knoxville, Tennessee 37922

(865) 988-9080

Joy G. McCabe

Underground sanitary sewer and gas, supplier of pipeline products and other natural gases

Certified By: TDOT

Cherokee Porcelain Enamel Corporation

2717 Independence Lane
Knoxville, Tennessee 37914

(865) 637-7833

Vicki Corum

Manufacturing of porcelain enamel over steel, porcelain signage

Certified By: TDOT

City Wide Electric Company

Box 14458
Knoxville, Tennessee 37914

(865) 546-7238

Richard Woods

Electrical contracting

Certified By: TDOT

Colbar, Inc.

P.O. Box 51946
Knoxville, Tennessee 37901

(865) 584-8618

A. B. Coleman

Sale of building materials, general contracting and service contracts

Certified By: TDOT

Community Health Care Clinic

1601 Western Avenue
Knoxville, Tennessee 37921

(865) 546-5177

Health care testing diagnosis and treatment

Certified By: TDOT

Compcare Consulting Services

P.O. Box 12616
Knoxville, Tennessee 37912

(865) 687-0008

Lesi K. McQueeney

Medical consulting/medical case management

Certified By: TDOT

Dinkins Environmental

7103 Bayless Lane
Powell, Tennessee 37849

(865) 947-2213

Barbara Dinkins

Biological laboratory

Certified By: None

Donald Peterson, Inc. (DPI)

123 Harriet Tubman Street
Knoxville, Tennessee 37915

(865) 329-0023 (865) 329-0054

Donald Peterson

Construction management, consultants and general contractors

Certified By: TDOT

East Tennessee Geosynthetics

1321 Greenwell Drive
Knoxville, Tennessee 37938

(865) 938-7157

Peggy Plauger

Sales and solicitation of geosynthetic and erosion control materials

Certified By: TDOT

East Tennessee Mechanical Contractors, Inc.

109 Bertrand Street
Knoxville, Tennessee 37917

(865) 522-6108

Mark Deathridge

Concrete, earthwork, general contracting

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Environmental Safety & Health, Inc.

10732 Dutchtown Road
Knoxville, Tennessee 37932

(865) 671-2374

William Garibay

Environmental safety, industrial hygiene, building inspections for asbestos, OSHA and certified environmental trainer

Certified By: TDOT

Gaiter General Contractors, Inc.

P.O. Box 14005
Knoxville, Tennessee 37927

(865) 524-4944

Felix R. Gaiter

Commercial and residential contractor

Certified By: None

Giosah, Inc.

P.O. Box 31111
Knoxville, Tennessee 37930

(865) 583-3226

Lechelle Davenport

Engineering and environmental management

Certified By: TDOT

Greater TN Linoleum & Tile

222 Baxter Avenue
Knoxville, Tennessee 37921

(865) 522-0606

Beulah Hall

Commercial and residential supplier and installer of linoleum and tile

Certified By: None

Hall Communications, Inc.

1515 East Magnolia Ave., Suite 301
Knoxville, Tennessee 37917

(865) 521-6500, (865) 521-6508

Frances W. Hall

Community relations, marketing, support services, construction management

Certified By: TDOT

Henry's Excavating Company

3206 Cindy Lane
Knoxville, Tennessee 37912

(865) 673-5007

Robin Williams/Willie Henry

Grading, landscaping, roofing, concrete work, sewer lines and demolition

Certified By: TDOT

Horizon Environmental

211 Sherrod Road
Knoxville, Tennessee 37920

(865) 577-6597

Cynthia McIvaine

Environmental consulting

Certified By: TDOT

Huskey Aluminum Co.

5322 N. Broadway
Knoxville, Tennessee 37918

(865) 688-7657

Claudia Huskey

Storm windows, screens, general remodeling

Certified By: None

Ivnes Construction Company

5130 Dewine Circle
Knoxville, Tennessee 37821

(865) 588-9538

Leon Ivnes

Roofing work, concrete work, masonry, stone setting
Market area, within 1,000 miles

Certified By: OMBE

Directory of Minority and Female Contractors, Suppliers and Services

James Technical Services

P.O. Box 11041
Knoxville, Tennessee 37919

(865) 450-9629

William B. James

Supplier: Technical repair, maintenance, sales
(office equipment products, pc printers, facsimile
machines, table top)

Certified By: TDOT

Johnson Concrete Construction Co.

6316 Ridge Rock Road
Knoxville, Tennessee 37919

(865) 588-6045

Robert Johnson

Concrete work - Market area, within 30 miles

Certified By: None

Jordan Insurance Group

2918 Magnolia Avenue, Suite 204
Knoxville, Tennessee 37914

(865) 637-8796

John Jordan

Auto, home, renters, life, health, dental, workers
compensation, general and commercial liability
insurance. Bonding and retirement plans

Certified By: TDOT

Knoxville Office Supply

925 Central Avenue, N.W.
Knoxville, Tennessee 37917

(865) 525-7345

Jesse Farmer

Supply and sales of office supplies public and
corporate

Certified By: TDOT

Lane Hauling & Excavating, Inc.

2909 Shipe Road
Mascot, Tennessee 37806

(865) 933-5263

Debra Young

Aggregate construction, earthwork, trucking and
hauling

Certified By: TDOT

Linda A. Mosch Consulting Inc.

509 Sundown Road
Knoxville, Tennessee 37922

(865) 777-2025

Linda A. Mosch

Transportation planning/engineering, traffic analysis

Certified By: TDOT

Lones, Inc.

P.O. Box 23191
Knoxville, Tennessee 37933

(865) 966-2459

Racheal A. Lones

General contractor, municipal sewer and water lines,
streets and curbs

Certified By: None

Martella Associates, Inc.

503 Market Street
Knoxville, Tennessee 37902

(865) 525-2556

Jennifer Martella

Architecture, interiors, planning and landscaping

Certified By: TDOT

Meade Construction, Inc.

10319 Cogill Rd., Suite 210
Knoxville, Tennessee 37932

(865) 675-6846

Carol Meade Jamerson

Concrete and general contracting

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

National Security Services

1519 Dutch Valley Road
Knoxville, Tennessee 37918

1-(877) 687-0534

Charlie Mize

Security

Certified By: TDOT

Neat Idea

9724 Kingston Pike, Suite 505C
Knoxville, Tennessee 37922

(865) 694-0025

Curtis Webb

Computer support software, design software,
training and web page design

Certified By: TDOT

Northeast Knox Sheet Metal & Roofing Co., Inc.

P.O. Box 6157
Knoxville, Tennessee 37914

(865) 687-1161

Carol Webber

Commercial contractor

Certified By: None

P. Smith

4222 Asheville Highway
Holston Center
Knoxville, Tennessee 37914

(865) 637-7336

Patti Smith

Sign and displays

Certified By: None

Pasley General Contractors

1029 Wilder Place
Knoxville, Tennessee 37915

(865) 522-2691

William and Robert Pasley

General contractor

Certified By: None

Patricks Trucking Company

1747 E. Old Topside
Louisville, Tennessee 37777-5039

(865) 681-3552

George E. Patrick

Trucking and hauling and excavation

Certified By: TDOT

Pioneer Builders, Inc.

2918 Magnolia Avenue
Knoxville, Tennessee 37914

(865) 329-9958

Albert Beasley

General contracting commercial and private building,
guardrail, excavating

Certified By: TDOT

R & J General Contractor

P.O. Box 6115
Knoxville, Tennessee 37914

(865) 525-4223

Mr. A. Jones

General contractor, commercial building and
housing rehab

Certified By: None

Randolph Trucking Co.

1808 Holston River Road
Knoxville, Tennessee 37914

(865) 523-4241

Margie Randolph

Truck hauling, excavation

Certified By: TDOT

R. W. Medical Supplies

3202 Middlebrook Pk.
Knoxville, Tennessee 37921

(865) 522-9192

Reene Wilhoit

Medical supplies and safety equipment

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Samico Professional Service

P.O. Box 1248
Powell, Tennessee 37849

(865) 938-0208

Shelia R. Hijer

Staff augmentation, engineering locator svc.,
drafting and design support

Certified By: TDOT

Slyman Insurance Agency, Inc.

411 South Gay Street, Suite B
Knoxville, Tennessee 37902

(865) 525-7193

Susie Slyman

Insurance and bonds

Certified By: TDOT

Southeastern Constructors, LLC

109 Bertrand St., NE
Knoxville, Tennessee 37917

(865) 522-6108

Mark S. Deathridge

General contracting and underground storm sewers,
sanitary sewer and water mains

Certified By: TDOT

Technical Specialty Sales

P.O. Box 22713
Knoxville, Tennessee

(865) 588-5013

Edgar Johnson

Electrical supplies

Certified By: None

Tennessee Highway Supply & Service

3001 Blount Avenue
Knoxville, Tennessee 37920

(865) 609-2030

Felicia S. Carson

Guardrail, fence, pavement marking and highway
signs

Certified By: TDOT

The Partners Collaborative

123 Harriet Tubman Street
Knoxville, Tennessee 37915

(865) 329-0022

Vernon Patterson

Construction management

Certified By: TDOT

VRF Construction Co.

1712 Sterchi Street
P.O. Box 4192
Knoxville, Tennessee

(865) 521-7715

Lersa L. Davis

General construction, asbestos removal

Certified By: None

Vineyard Floor Covering Co.

1127 Broadway
Knoxville, Tennessee 37917

(865) 525-9492

Karen Wright

Sales and installation of commercial or residential
floor covering

Certified By: None

Volunteer Highway & Supply Company, Inc.

P.O. Box 5658
Knoxville, Tennessee 37938

(865) 922-7473

Sherlene C. Hibben

Sales and installation of highway guardrail and road
striping

Certified By: TDOT

Walter Thompson Excavating

2420 Webster Avenue
Knoxville, Tennessee

(865) 525-3723

Walter Thompson

Excavation, general hauling

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Woods Electrical Service

2630 Sunset Avenue
Knoxville, Tennessee 37914

(865) 546-7238

Richard Woods

Electrical contracting

Certified By: OMBE

Carter Safety Consultants, Inc.

23455 Lewisburg Highway
Fayetteville, Tennessee 37334

(931) 433-4321

Cliftena Carter

Training and development, human resources
occupational safety, risk management,
environmental cleaning, chemicals, brownfields
and hope VI

Certified By: TDOT

LAUDERDALE COUNTY

Lattimore Trucking

P.O. Box 714
Route 4, Box 2480, Hwy. 19W
Ripley, Tennessee 38063

(731) 635-8398

William A. Lattimore

Trucking and hauling

Certified By: TDOT

Lincoln Rock Products

P.O. Box 1137
Fayetteville, Tennessee 37334

(931) 433-7738

Teresa Reese

Aggregated production only

Certified By: TDOT

Morris McCorkle

509 N. Wilson Street
Halls, Tennessee 38040

(731) 836-7200

Morris McCorkle

Housing rehabilitation

Certified By: None

WBH Construction Company

2638B Huntsville Hwy.
Fayetteville, Tennessee 37334

(931) 433-1774

Shawn Brinkley

Steel installation and tying

Certified By: TDOT

LINCOLN COUNTY

Alaten Products

3013 Huntsville Hwy.
Fayetteville, Tennessee 37334

(931) 433-4330

Anne Bankston

Distribution and manufacturing of parts from raw
materials

Certified By: TDOT

LOUDON COUNTY

Graves Trucking LLC

404 Thornton Drive
Lenoir City, Tennessee 37772

(865) 986-7180

Penny Graves

Trucking and hauling

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Planet, Inc.

9227 Friendsville Road
Lenoir City, Tennessee 37772

(865) 986-9186

Janet M. Manuel

Commercial painting and sandblasting

Certified By: TDOT

Energy Innovation

135 Gates Street
Jackson, Tennessee 38302

(731) 427-8484

Lester Perry

Pavement markings, traffic control, road signs
inspection and petroleum products

Certified By: None

MADISON COUNTY

Cole Construction Co.

2720 Old Medina Road
Jackson, Tennessee 38305-9436

(731) 424-8243

Bobby Cole

Road construction

Certified By: None

Cole Transports

84 Brenda Lane
Jackson, Tennessee 38301

(731) 422-4186

Willie Cole

Hauling rock, asphalt, sand, etc.

Certified By: TDOT

Construction Supply, Inc.

887 Airways Blvd.
Jackson, Tennessee 38301

(731) 424-9094

Bonnie Davidson

Sale and supply of construction supplies, drainage
products, traffic paint & pipe

Certified By: TDOT

F & B Enterprise

23 Redleaf Place
Jackson, Tennessee 38305

(731) 424-1128 (731) 225-9126

Fredy Bowers

Public transportation: transportation of senior
citizens, welfare to work recipients, handicap and
low income workers

Certified By: TDOT

G.A.P. Transport

306 Hunterville Denmark Road
Denmark, Tennessee 38391

(731) 422-2415

George Pearson

Transport of people and materials

Certified By: TDOT

H & H Paramedical Services, Inc.

1408 N. Highland Avenue, Suite 300
Jackson, Tennessee 38301

(731) 427-4795

Melissa Hunt
David Hunt

On-site drug and alcohol screening and testing, hair
sampling testing, DOT physicals, PFT, EKG and
insurance exams

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Hornsby Electric, Inc.

85 Miffin Road
Jackson, Tennessee 38301

(731) 423-0719

Sandra Hornsby

Electrical contracting

Certified By: TDOT

Miss. Paving & Construction

113 East McDowell Rd.
Jackson, Tennessee 38204

(731) 373-2900

Bruce Guyton

Clearing, landscaping

Certified By: TDOT

Phinnessee's Earthmoving

2480 Highway 18 South
Medon, Tennessee 38356

(731) 427-1461

Milton Phinnessee

Aggregate construction, earthwork, trucking and
hauling

Certified By: TDOT

Robert Adams Dozier Work

Route 7, Box 475
Jackson, Tennessee 38301

(731) 427-8766

Robert Adams

Bulldozing and excavating

Certified By: None

Robert Allen Trucking

475 Rochelle Road
Jackson, Tennessee 38301

(731) 427-8766

Robert Allen

Clearing, grubbing, trucking, hauling

Certified By: None

Surface Sealants, Inc.

210 Gordon Street
Jackson, Tennessee 38301

(731) 389-9650

Niki Blackmon

Placement of Reinforcing Steel

Certified By: TDOT

MARSHALL COUNTY**Bowden Construction Company**

2797 Verona Caney Road
Lewisburg, Tennessee 37091

(931) 359-5029

Judy Bowden

Construction, riprap

Certified By: TDOT

MAURY COUNTY**Beejay Trucking**

P.O. Box 1761
Columbia, Tennessee 38402

(931) 388-8884

Jaqueline B. Jordan

Trucking and hauling

Certified By: TDOT

Columbia Construction Co., Inc.

P.O. Box 398
Columbia, Tennessee 38402

(931) 388-0586

Kim Willis

General contracting construction

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

DataComm. Tek, Inc.

Post Office Box 1523
Columbia, Tennessee 38402-1523

(931) 388-4121

James Childress

Computer Service

Certified By: None

Global Construction & Engineering Inc.

1324 Trotwood Ave.
Columbia, Tennessee 38401

(931) 646-4912

H. Singh Kahlon

Construction and engineering

Certified By: TDOT

McFall Seed & Sod

2685 Hampshire Pike
Columbia, Tennessee 38401

(931) 381-3667

Jackie McFall

Landscaping, sodding, seeding, erosion control

Certified By: TDOT

MCMINN COUNTY**Farner Tunneling, Inc.**

P.O. Box Drawer I
Etowah, Tennessee 37331

(423) 263-2797

Helen Farner

General contractor, municipal sewer and water lines,
road and bridges

Certified By: None

L. H. Mashburn Construction

2542 Sullins Road
Athens, Tennessee 37303

(423) 507-8801

Linda H. Mashburn

Trucking and hauling

Certified By: TDOT

MCNAIRY COUNTY**Lee Damron Trucking**

Route 1
Counce, Tennessee 38326

(731) 689-3755

Lee Damron

Hauling rock, gravel, asphalt

Certified By: TDOT

MEIGS COUNTY**The E.M. Company, Inc.**

Route 3, Box 148
Decatur, Tennessee 37322

(423) 334-9068

Edward Moore

General contractors

Certified By: None

MONTGOMERY COUNTY**Bellamy Excavation**

319 North Second, Suite 1
Clarksville, Tennessee 37040

(931) 645-6302

Rosa Bellamy

Excavating and foundation work, wrecking and
demolition - Market area, within 50 miles

Certified By: OMBE

Directory of Minority and Female Contractors, Suppliers and Services

Bobby Outlaw Disposal

P.O. Box 1202
Clarksville, Tennessee 37041-1202

(931) 431-7944

Wendell Outlaw

Solid waste disposal

Certified By: TDOT

Ellis Electrical Contractors

417 Savannah Trace
Clarksville, Tennessee 37043

(931) 358-2040

Anthony D. Ellis

Electrical contracting

Certified By: TDOT

Harris Trucking & Bulldozer Service

2630 Union Hall Road
Clarksville, Tennessee 37040

(931) 647-6958

Emery Harris

Trucking, hauling, excavation, embankment and
demolition

Certified By: TDOT

J. D. Trucking

451 High Point Road
Clarksville, Tennessee 37042

(931) 647-0830, (931) 552-5099

Janice Ferrell

Trucking and hauling

Certified By: TDOT

Lindy's Security Fence

2016 Ft. Campbell Road
Clarksville, Tennessee 37042

(931) 648-4037

Carolyn A. Kulback

Security fencing

Certified By: TDOT

Loss Control Services

1 Public Square, Suite 249
Clarksville, Tennessee

(931) 648-4610

Brenda Dodd

Employment and labor services

Certified By: OMBE

Means Trucking, LLC

1135 Palmyra Road
Clarksville, Tennessee 37040

(931) 320-0558

Allison Means

Trucking and hauling: supplier of aggregate and dirt

Certified By: TDOT

OBION COUNTY

Cultra Turf Specialists, Inc.

1203 S. Ury Street
Union City, Tennessee 38261

(731) 885-4414

Judith Cultra

Landscaping, erosion control

Certified By: TDOT

J.L.V. Construction Company

Route 2
Troy, Tennessee 38260

(731) 536-4341

Jerry L. Vaughn

Construction and sale of sand, gravel and dirt

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Payne Steel Erectors

P.O. Box 247
Kenton, Tennessee 38233

(731) 749-7991

Geoffrey Payne

Concrete, flatwork, painting, truck hauling and structures

Certified By: TDOT

POLK COUNTY

Thomason Company

Hwy. 64, P.O. Box 77
Ocoee, Tennessee 37361

(423) 338-7337

Judy Thomason

Clearing, grubbing, tree and brush removal

Certified By: TDOT

PUTNAM COUNTY

LPS Construction Company, Inc.

802 East 10th Street
Cookeville, Tennessee 38501

(931) 526-5245

Mary Franks Swain

Road and bridge construction, grading, drainage, concrete work

Certified By: None

Mar-Don Decorating Service

226 West Stevens Street
Suite D
Cookeville, Tennessee 38501

(931) 526-8453

Donna Flatt

Interior finishing for residential, commercial and industrial structures

Certified By: None

RHEA COUNTY

Carder & Evans Trucking, Inc.

200 Hurst Lane
Dayton, Tennessee 37321

(423) 775-5892

Courtney Carder

Trucking and hauling

Certified By: TDOT

ROANE COUNTY

Cotham Construction Company

P.O. Box 415
Harriman, Tennessee 37748

(865) 882-0581

Roy A. Cotham

General contractor, electrical and plumbing, sales and service, residential wiring and repair

Certified By: OMBE

Eagles' Nest Construction

P.O. Box 1172
Harriman, Tennessee 37748

(865) 882-3232

Faylene Wolcott

Building construction, housing rehabilitation

Certified By: None

ROBERTSON COUNTY

Brown Builders, Inc.

2807 Clinard Drive
Springfield, Tennessee 37172

(615) 384-5654

Sue Brown

Gravel, earthwork, underground

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

RUTHERFORD COUNTY

Cabinet Company, The

1644 J.P. Hennessey Drive
LaVergne, Tennessee 37086

(615) 641-9310

Julie Reimer

Commercial cabinetry

Certified By: TDOT

Con-terra Construction Group, LLC

5067 Hall Hill Pike
Murfreesboro, Tennessee 37130

(615) 848-7166

Gustavo Murelles

Framing, concrete, retaining walls, excavation,
cabinets, carpentry, millwork and pavers

Certified By: TDOT

Commercial Hydroseeding & Sod

1122 Rutledge Drive
Rockvale, Tennessee 37153

(615) 893-6713

Kimberly Frazee

Hydro seeding and sod, sod installation and erosion
control

Drew's Construction Company

106 Professional Building
P.O. Box 1514
Murfreesboro, Tennessee 37133-1514

(615) 893-4672

Will Drew, Sr.

General contracting

Certified By: OMBE

Eagle Construction Co., Inc.

P.O. Box 2316
Murfreesboro, Tennessee 37133

(615) 242-6136

Annette Tedder

General construction

Certified By: None

James T. House Masonry Company

Route 10, Box 153
Murfreesboro, Tennessee 37130

(615) 890-6275

James House

Masonry, stone setting and other stonework

Certified By: None

L & N Construction Company

P.O. Box 1136
Murfreesboro, Tennessee 37133

(615) 871-4645

Louann Zelenik

Heavy construction

Certified By: TDOT

Lane Busters Co., Inc.

P.O. Box 2035, 310 B West Castle St.
Murfreesboro, Tennessee 37133

(615) 896-4225

Henry Young

Traffic control signals, pavement marking

Certified By: TDOT

MCD Transportation, Inc.

1370 Hazelwood Drive, Suite 201
Smyrna, Tennessee 37167

(615) 459-5343

M. Cathy Davis

Transportation logistics/broker

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Richard L. Hill Trucking Co.

2605 Halls Hill Pk.
Murfreesboro, Tennessee 37130

(615) 893-5172

Richard L. Hill

Trucking and hauling

Certified By: TDOT

Stronghold, Inc.

1306 Memorial Blvd.
Murfreesboro, Tennessee 37129

(615) 896-6444 (615) 895-0225

Jerry Moss

Utility auditing and expenses management
consulting

Certified By: TDOT

Sunrise Contracting, Inc.

479 C Dick Buchannon Street
LaVergne, Tennessee 37086

(615) 287-1146

Constance Wesnofske

Site grading and utilities

Certified By: TDOT

Trice Environmental Resources

611 Hogan Drive
Murfreesboro, Tennessee 37128

(615) 849-7722

Billy Trice

Trucking and hauling

Certified By: TDOT

Williams Plumbing Service

2027 O'Brien Street
Murfreesboro, Tennessee 37130

(615) 890-2402

A. Bennett Williams

Commercial and residential plumbing - installation
and repair

Certified By: None

SCOTT COUNTY

J & M, Inc.

P.O. Box 283
Huntsville, Tennessee 37756

(423) 663-3370

Norma Jean Potter

Concrete, earthwork and landscaping

Certified By: TDOT

K-Kap Trucking, Company

Box 134/714 Old Jamestown Road
Huntsville, Tennessee 37756-0134

(423) 663-3866

Paula Bridges

Trucking and hauling: supplier of aggregate and dirt

Certified By: TDOT

SEVIER COUNTY

Alsworx Electrical Services, Inc.

1125 Bluebonnet Drive
Sevierville, Tennessee 37862

(865) 429-1607

Allen Walker

Electrical contractor – commercial, industrial and
residential

Certified By: None

Brackins Landscaping, Inc.

3620 Singing Pines, P.O. Box 1354
Pigeon Forge, Tennessee 37868

(865) 453-9823

Joyce Brackins

Landscaping, erosion control

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Eastern Tennessee Construction, Inc.

102 Eagle View Drive
Kodak, Tennessee 37764

(865) 933-8557 (865) 556-1061
(865) 850-5062

Julie Ford

Trucking and hauling, demolition, excavation,
clearing and grubbing

Certified By: TDOT

Whaley & Sons, Inc.

P.O. Box 369, 10123 Chapman Hwy.
Seymour, Tennessee 37865

(865) 573-7542, (865) 428-0085

Lynda Whaley

Aggregate, concrete flatwork, earthwork, building,
moving, demolition, clearing, grubbing, guardrail,
fence, sealing, trucking and hauling

Certified By: TDOT

SHELBY COUNTY

Advance Personnel Service, Inc.

5090 Millbranch Road, Suite 1
Memphis, Tennessee 38116

(901) 332-0291

Anthony Tate

Temporary personnel service

Certified By: None

AFRAM Corporation

100 North Main Street, Suite 924
Memphis, Tennessee 38103

(901) 543-1116 (901) 543-8799

D. Solomon Akinduro

Engineering and construction management

Certified By: TDOT

A. Jones Roofing

1408 Gaither Parkway
Memphis, Tennessee 38106

(901) 774-8877

Ronnie Jones

Roofing

Certified By: OMBE

Allied Electrical Contractors

1190 Walker Avenue
Memphis, Tennessee 38106

(901) 942-7725

Michael Eskridge

Electrical contracting

Certified By: OMBE

All-Tech Electric Company

2375 Lamar Avenue
Memphis, Tennessee 38114

(901) 743-5401

James Frazier

Electrical

Certified By: None

Amini Construction, Inc

6554 Winchester Road, Box 174
Memphis, Tennessee 38115

(901) 398-8863

Lynn McCarty

Removal of underground tanks, excavation, clearing,
trucking and contracting

Certified By: TDOT

Arun Wagh, Inc.

8299 Beaverwood Drive
Germantown, Tennessee 38138

(901) 755-3230

Arun Wagh

Engineering environmental hydrology geotechnical,
soils analysis, materials testing and consulting

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Askew Brothers Construction Company

3000 South 3rd Street
Memphis, Tennessee 38109

(901) 346-9709

Edmond Askew

Residential and commercial remodeling, painting and additions

Certified By: OMBE

Bailey Construction Company

3246 South Third Street
Memphis, Tennessee 38109

(901) 398-2664

George Bailey

General construction, residential - rehab - commercial

Certified By: OMBE

Blair Concrete Construction Co., Inc.

5149 Long Branch
Memphis, Tennessee 38109

(901) 785-8989

Harold Blair

Concrete flatwork

Certified By: None

BNB Transport

1740 September Ave.
Memphis, Tennessee 38116

(901) 345-9114

William L. Moss

Trucking and hauling

Certified By: TDOT

Bobby Bryant Construction, Inc.

6745 Whitten Place
Memphis, Tennessee 38133

(901) 373-5000

Ann L. Bryant

Municipal water and sewer lines

Certified By: TDOT

Bricks, Inc.

2302 Dwight Road
Memphis, Tennessee 38114

(901) 744-3532

Ernest M. Owens

Concrete excavation, general contracting, building moving and demolition

Certified By: TDOT

Business Dynamics

1230 Cannon Street
Memphis, Tennessee 38016

(901) 774-3467

Mr. Rice

Petroleum distribution, construction, asphalt paving, grading, hauling

Certified By: TDOT

C. H. Hill, Inc.

1956 Dunn Avenue
Memphis, Tennessee 38114

(901) 743-1310

Marcel Hill-Townsend

Sodding, seeding, grading/excavation, topsoil delivery and all necessary upkeep

Certified By: TDOT

C & S Construction Co., Inc.

P.O. Box 38289
Germantown, Tennessee 38183

(901) 754-5181

James R. Chism

General construction, transport of materials

Certified By: None

C & S Trucking

5426 Santa Barbara
Memphis, Tennessee 38116

(901) 398-7615

Marvin Collier

Trucking business

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Cagebilt, Inc.

1092 Evergreen, 369 South Parkway West
Memphis, Tennessee 38109

(901) 946-3932

Leo Cage

General contractor, residential - rehab - commercial

Certified By: None

Calvin Eubanks Enterprises

1374 South Lexington Circle
Memphis, Tennessee 38107

(901) 276-4816

Ms. Emma Eubanks

Construction contractor engaged in the construction of residential and non-residential structures including industrial buildings and warehouses; work includes additions, alterations, remodeling and repairs

Certified By: None

Caneron Construction Co., Inc.

3702 West Mart Road
Memphis, Tennessee 38109

(901) 396-8875

Roland McFirth, Harold Blair

Curb, gutter, catch basin

Certified By: None

Clark Cribbs Contractors

912 Colgate Road
Memphis, Tennessee 38106

(901) 948-1840

Clark Cribbs

Miscellaneous concrete - manholes, curbs, gutter, sidewalks, municipal water and sewer lines

Certified By: TDOT

Clayton Contracting Co.

8781 Wood Mills Cv. W.
Cordova, Tennessee 38018

(901) 759-1193

Peggy Clayton

Joint sawing, sealing, pavement, erosion control

Certified By: None

Control Pest Company

P.O. Box 14605
Memphis, Tennessee 38118

(901) 774-7334

Edward Johnson

Extermination

Certified By: None

Cribbs Construction Company

3049 Winchester Rd.
Memphis, Tennessee 38118

(901) 366-7803

Charles Cribbs

Inlets, catch basins, manholes

Certified By: None

Cribbs Masonry

1592 W. Raines Road
Memphis, Tennessee 38109

(901) 785-5391

Dewey Cribbs

Masonry

Certified By: TDOT

Cummings Construction Company

1175 E. Trigg Avenue
Memphis, Tennessee 38106

(901) 947-4861

Elton Cummings

General contractor

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Davis and Davis, Inc.
3091 Greenbranch Drive
Memphis, Tennessee 38118

(901) 368-4779

Martin Davis

General construction, trucking and hauling and concrete

Certified By: TDOT

Division Scale Company
5680 E. Shelby Drive
Memphis, Tennessee 38141

(901) 366-4220

Steven Rael Muccilto

Repair and supply scales and container handling equipment

Certified By: TDOT

Dorsey Electrical Company
3345 Germantown Road
Memphis, Tennessee 38134

(901) 386-1403

Thomas Dorsey

Electrical work

Certified By: TDOT

Eddie Harper Trucking Company
1599 Dunmoor Street
Memphis, Tennessee 38114

(901) 743-4632

Eddie Harper

Trucking business

Certified By: None

Engineering Design Group PLLC
323 Meadow trail Cove
Cordova, Tennessee 38018

(901) 752-1480

Chee & Chew

Architectural engineering and consultant

Certified By: TDOT

Environmental Mgt. Consultants, Inc.
2851 Lamb Place, Suite 2
Memphis, Tennessee 38118

(901) 795-3003

Ward Lindsey

Environmental site assessments, industrial hygiene/indoor air quality testing

Certified By: TDOT

Ewing Moving Service, Inc.
827 S. Main Street
Memphis, Tennessee 38106

(901) 774-2197, (800) 533-2315

Charles Ewing, Sr.
Margaret Page

Corporate, private and commercial moving service

Certified By: TDOT

Excel Construction Co., Inc.
6235 Kirby Downs Drive
Memphis, Tennessee 38115

(901) 366-7837

David Fondren

Concrete flatwork, painting, and steel erection

Certified By: TDOT

Fitch Williamson & Cartwright
8605 Huntleigh Way
Germantown, Tennessee 38138

(901) 795-1864 (901) 759-1862

Arena Lavelle Fitch

Professional services, management consultant:
airport management, human resources, DBE
program development and management and Title VI

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Foster Landscaping & Excavation

1731 Castalia
Memphis, Tennessee 38114

(901) 948-8015

Rozelle Foster

Grading, sodding, loading, hauling and foundation work and excavation; some planting, bed preparation and other landscaping services available/offered.

Certified By: None

Gillespie Trucking Company

1876 Hearst Avenue
Memphis, Tennessee 38114

(901) 895-5054

Herman Gillespie

Trucking company - hauling, sand , gravel, dirt and asphalt

Certified By: None

Gipson Mechanical Contractors, Inc.

6849 Raleigh Lagrang Rd.
Memphis, Tennessee 38134

(901) 388-6149

Winston S. Gipson

General contracting (mechanical)

Certified By: TDOT

H & H Landscape & Construction

P.O. Box 7126
Memphis, Tennessee 38107

(901) 743-7365

Thomas Hill

Landscaping

Certified By: None

Harts Trucking

2439 Johanna Drive
Memphis, Tennessee 38114

(901) 744-7500

James Harts, Jr.

Trucking and hauling

Certified By: TDOT

Hays Trucking, Inc.

3874 Prescott
Memphis, Tennessee 38118

(901) 487-5117

Cathy C. Hays

Trucking and hauling, supplier of aggregate

Certified By: TDOT

Hess Environmental Srvcs, Inc.

6057 Executive Centre Drive, Suite 6
Memphis, Tennessee 38134

(901) 377-9139

Connie Hess

Environmental consulting

Certified By: TDOT

Imani Resource Services

1704 Euclid Avenue
Memphis, Tennessee 38114-1605

(901) 272-2039

Wayne F. Jones

Lawn maintenance, landscaping and freight transportation

Certified By: TDOT

Industrial Sales Company of Memphis

7520 Bartlett Corporation Drive
Bartlett, Tennessee 38133

(901) 396-4324

Judy May

Electrical materials

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Jackson, Person & Associates, Inc.

66 Monroe Street, Suite 104
Memphis, Tennessee 38103

(901) 526-8386

(901) 526-8289

John Jackson

Landscaping, land surveying, planning and
construction administration

Certified By: TDOT

JDL Enclavee, LLC

2514 Hearth Stone Drive
Cordova, Tennessee 38018

(901) 380-0005

G. Luke Carter

Commercial and industrial chemicals

Certified By: TDOT

J. J. Mechanical Contractor

3254 Highway 61 South
Memphis, Tennessee 38104

(901) 396-5648

James W. Currie

Heating and air conditioning, refrigeration and AC
service and repair

Certified By: None

Leroy Manuel Trucking Company

1603 Orr Street
Memphis, Tennessee 38108

(901) 320-9393

Leroy Manuel

Trucking and hauling

Certified By: TDOT

L.S. Sipp Construction Co.

973 Rock Point #6
Memphis, Tennessee 38116

(901) 276-3386

Lawson S. Sipp

Concrete, manholes, paving

Certified By: TDOT

M & H Heating, Air Conditioning & Refrigeration, Inc.

3254 Highway 61 South
Memphis, Tennessee 38109

(901) 332-9314

William Moss

General contracting – heating, air conditioning,
refrigeration, trucking and hauling.

Certified By: OMBE

Matthews Contract Painting Co., Inc.

P.O. Box 18868
Memphis, Tennessee 38181

(901) 360-8787

Dennis R. Matthews

Painting

Certified By: TDOT

Mayo Construction Co.

2016 Quinn
Memphis, Tennessee 38114

(901) 278-2464

Augusta Mayo

Construction work: bricklaying, piping, etc.

Certified By: TDOT

McCollum Trucking, LLC

3706 Stonetrace Circle
Bartlett, Tennessee 38135

(901) 386-3117

Bernadette McCollum

Trucking and hauling

Certified By: TDOT

McDonald Plumbing

P.O. Box 271204
Memphis, Tennessee 38127

(901) 398-7529

Harold McDonald

Plumbing

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

McFarland Welding/Fabrication

1079 Chelsea Avenue
Memphis, Tennessee 38107

(901) 522-1733

Fred McFarland

Welding steel fabrication steel erection

Certified By: None

Mid-South Enterprises, Inc.

1725 Graceland Cove
Memphis, Tennessee 38116

(901) 346-1410

Patricia Smith

Earthwork, hauling equipment

Certified By: TDOT

Mid South Fence Company

P.O. Box 161162
Memphis, Tennessee 38116

(901) 382-0222

Onita Hamilton

Fence and guardrails

Certified By: TDOT

Mid-South Rebar Company

2126 York Avenue
Memphis, Tennessee 38116

(901) 346-6737

Kerby Alexander

Reinforcement steel placement subcontractor

Certified By: None

MJ Trucking

4367 Donjourney Cove
Memphis, Tennessee 38125

(901) 751-6640

Michael Jenkins

Trucking and hauling

Certified By: TDOT

Mosley Fence Company

1573 Dallas
Memphis, Tennessee 38114

(901) 744-7394

Willie Mosley

Fencing construction and concrete

Certified By: None

O'Neal Grading Company

5011 Boeingshire
Memphis, Tennessee 38116

(901) 332-1240

O'Neal Payne

Excavation, land fill and site preparation; also handles swimming pool installation

Certified By: OMBE

Personal Safety First

333 Burwood Drive
Memphis, Tennessee 38109

(901) 785-1617

Kenneth Williamson

Supplier (safety and industrial equipment)

Certified By: TDOT

Professional Screening Services

3367 Woodhaven Drive
Memphis, Tennessee 38128

(901) 385-1407

Debbie Rogers-Fisher

Alcohol testing and drug screening

Certified By: TDOT

Pryor's Paving and Grading

1382 South Parkway East
Memphis, Tennessee 38106

(901) 774-4213

William Pryor

Site preparation and asphalt paving

Certified By: None

Directory of Minority and Female Contractors, Suppliers and Services

Quality Roofing Company

1190 Walker Avenue
Memphis, Tennessee 38106

(901) 377-6627

Roofing

Certified By: None

Quick, Inc.

983 Jackson Avenue
Memphis, Tennessee 38107

(901) 527-4970

Marvin Blount

Electrical contracting

Certified By: None

R. C. Shannon Company

2129 Henrietta Road
Memphis, Tennessee 38134

(901) 323-6981 or 386-3908

Robert C. Shannon, Sr.

Roofing work, including repairing

Certified By: None

Regco Filter Manufacturing

P.O. Box 41860
Memphis, Tennessee 38174

(901) 948-9704

Supplier of air filters for industrial buses engines

Certified By: None

Reliant Electric

3610 Democrat
Memphis, Tennessee 38118

(901) 368-0008

Melvin Long

Electrical: inside and outside wiring and lighting of commercial, public and private properties

Certified By: TDOT

Richard Contractor, Inc.

780 Walton Lake
Collierville, Tennessee 38017

(901) 853-2906

Sandra Richards

Minor concrete structures, box culverts, water and sewer, minor drainage, and paving

Certified By: None

River City Painting & Construction

P.O. Box 16761
Memphis, Tennessee 38186

(901) 743-6233

David Fondren

Commercial and industrial painting drywall and line striping

Certified By: OMBE

River City Railroad Contractors, Inc.

1759 Glenview
Memphis, Tennessee 38114

(901) 728-4998

Clarence Harris

Heavy construction except highway and street

Certified By: TDOT

Romeo, Wise, & Bone

2840 Summer Oaks Drive, Suite 102
Memphis, Tennessee 38134

(901) 371-0020

Eric Wise

Planning, engineering, surveying, project management and consulting

Certified By: TDOT

S-W Asphalt Paving & Sealing

1234 Mississippi
Memphis, Tennessee 38106

(901) 774-2266

Floyd Veasley

Paving

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Sanders & Harvell Construction Company, Inc.
1790 LaPaloma Street
Memphis, Tennessee 38114

(901) 774-4171

Florence Sanders

General contractor

Certified By: OMBE

Seiferth Contractors
P.O. Box 14605, 2287 Zanone
Memphis, Tennessee 38114

(901) 458-3976

Clarence Seiferth

General contractors, residential - rehab –
commercial – concrete, earthwork, trucking and
hauling

Certified By: TDOT

Shelby Sod & Grading, Inc.
241 Germantown Bend
Memphis, Tennessee 38018

(901) 747-2327 or 524-7046

Joseph Ford

Landscaping

Certified By: None

Small Planet Works
109 NorthMain Street, Suite 601
Memphis, Tennessee 38103

(901) 521-0943

Janice A. Banks

Information technology, process management,
performance methodology, web-site hosting and
design

Certified By: TDOT

Smith Masonry, Inc.
51 N. Third Street
Memphis, Tennessee 38103

(901) 522-8677

Nat or Linda Smith

Masonry and concrete contractor engaged in work
such as stone laying, marble, brick and block preset

Certified By: None

Southland Enterprises
853 E. Raines Road
Memphis, Tennessee 38116

(901) 332-0715

J. C. Payne

Concrete, earthwork: building, moving, demolition,
clearing, grubbing, joint sawing, sealing, pavement
patching, storm sewer, and watermain

Certified By: TDOT

South Seas Homes, Inc.
2940 N. Stage Plaza
Bartlett, Tennessee 38134

(901) 382-2737

Leslie Wooten, Jr.

General contracting, home development and
renovation

Superior Traffic Control – Memphis, Inc.
P.O. Box 381526
Germantown, Tennessee 38183

(901) 737-9958

Rebecca Wood

Traffic control, sales and service

Certified By: TDOT

T.H.Y. Inc.
3639 New Getwell, Suite 1
Memphis, Tennessee 38118

(901) 362, 3300, (901) 367-0471

Teck M. Tang, P.E.

Engineering: (transportation, highways, traffic) and
surveying

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Toles and Associates, Inc.
2851 Lamb Place, Suite 2
Memphis, Tennessee 38118

(901) 794-9815

James Toles

Engineering (civil and structure)

Certified By: TDOT

V & J Construction Co.
660 Neptune Street
Memphis, Tennessee 38104

(901) 774-1970

Robert Jeffries

Concrete construction

Certified By: None

Van Savage Roofing and Company
P.O. Box 14732, 2785 Sanderwood
Memphis, Tennessee 38114

(901) 365-1579

Mr. Van Savage

General contractor primarily engaged in the installation and repair of roofing and siding; also handles water proofing applications

Certified By: OMBE

W. C. Davis & Son Construction Co.
1936 Chelsea Avenue
Memphis, Tennessee 38108

(901) 276-6194

W. H. Davis

General construction contractor and builder offering commercial and residential repairs and remodeling services

Certified By: None

W.M. Reinhold Landscape, Inc.
5345 Holmes Road
Memphis, Tennessee 38118

(901) 363-3555

Drew St. John

Landscaping, seeding, and sodding

Certified By: None

W. Woods Trucking
3507 Carrington Avenue
Memphis, Tennessee 38111

(901) 452-5444

Wiley Woods

Trucking and hauling

Certified By: TDOT

Washington Brothers Company
4645 Highway 61 South
Memphis, Tennessee 38109

(901) 785-4329

Clifton Washington

Excavation and concrete construction

Certified By: None

Whittington Wrecking & Demolition
1485 Catalina
Memphis, Tennessee 38111

(901) 725-0022

Rickie Whittington

Earthwork, general contracting (residential, industrial, commercial/public) building, moving, demolition, trucking and hauling

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Word Construction Company

1479 W. Trezevant Street
Memphis, Tennessee 38108

(901) 327-4658

E. L. Word

General contractor primarily engaged in construction (including new work, additions, alterations, remodeling and repair) of residential and commercial structures

Certified By: None

SMITH COUNTY**Austin Trucking Inc.**

9 L B McDonald
Chestnut Mound, Tennessee 38552

(615) 897-2939

Kelly Austin

Trucking and hauling

Certified By: TDOT

Eatherly Group, Inc.

P.O. Box 196
166 River Road
Carthage, Tennessee 37030

(615) 735-8200

Patricia Cowan

Grading site excavation, drainage, concrete work, bridges, utilities, hauling of dirt, aggregate and supplier of pipe

Certified By: TDOT

SULLIVAN COUNTY**Absolute Communications, Inc.**

1805 North Eastman Road, Suite 7
Kingsport, Tennessee 37664

(423) 246-0336, (423) 246-2188

Carolyn Pierson Cook

Public relations and marketing event management

Certified By: TDOT

Bakers Construction

3365 Rockhold Road
Bluff City, Tennessee 37618

(423) 538-7135

Patti Baker

Earthwork clearing, grubbing, sewers and watermain

Certified By: TDOT

Cactus Hydroseeding

3016 Hi Drive
Kingsport, Tennessee 37663

(423) 239-0681

Shawna Johnson

Hydroseeding

Certified By: TDOT

East Tennessee Construction Services

3365 Rockhold Road
Bluff City, Tennessee 37618

(423) 538-9517 (423) 538-3608

Jessica Hodge

Seeding, sodding & erosion control

Certified By: TDOT

Public Drainage Supply, Inc.

260 Shanks Road
Blountville, Tennessee 37617

(423) 323-1003

Harriet Manning

Supplier: C.M.P. pipe

Certified By: TDOT

Riverbend Consulting

156 River Road
Bluff City, Tennessee 37618

(423) 538-3859

Shari Rown

Land use studies, facilities planning & comprehensive planning

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

R. L. Jones Trucking

239 Whispering Hill
Blountville, Tennessee 37617

(423) 323-5616, (423) 571-0481

Deanna Jones

Trucking and hauling

Certified By: TDOT

Tri-City Development Corp.

P.O. Box 297
817 Dale Street
Kingsport, Tennessee 37662

(423) 246-1050

Ralph Watterson

Construction – rehabilitation, residential and commercial

Certified By: TDOT

SUMNER COUNTY

Commercial Hydroseeding

100 Long Hollow Ct.
Goodlettsville, Tennessee 37072-8827

(615) 855-3700

Kimberly Frazee

Commercial hydroseeding and sod, sod installation and erosion control

Certified By: TDOT

Concrete Bonding Services, Inc.

P.O. Box 660
105 Dolphus Dr.
Hendersonville, Tennessee 37075

(615) 822-8130

Zonda Seifers

Specialty contractor – concrete repair and restoration

Certified By: TDOT

Exclusively Temporary, Inc.

714 Nashville Pike
Gallatin, Tennessee 37066

(615) 452-7080

Regina Hayslip

Employment and labor service

Certified By: OMBE

Henry Collins and Associates

100 Main Street, Suite 203
Portland, Tennessee 37148

(615) 325-1809

Henry Collins
Cynthia Durant

Web site design, advertising, communications printing event, planning

Certified By: TDOT

H.E.S. Construction Company

119 Trail Drive
Gallatin, Tennessee 37066

(615) 451-1592

Howard E. Stenson

Concrete masonry, cement finisher

Certified By: TDOT

Jen-Hill Construction Materials

145 Shackle Island Road
Hendersonville, Tennessee 37075

(615) 824-1200

Jennifer Moody

Supplier of erosion control and environmental construction materials

Certified By: TDOT

Quantum Environmental, LLC

P.O. Box 1427
Goodlettsville, Tennessee 37072

(615) 851-8718 (615) 851-5557

Leslie Woodcock

Rehabilitation of sewer lines and manholes

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Southland Safety Signal, Inc.

114 Joslin Avenue
Gallatin, Tennessee 37066

(615) 230-9894

Terry Ann Huffman

Guardrail and electrical work, structures

Certified By: TDOT

TIPTON COUNTY

B & S Contractors

Route 1, Box 822
Atoka, Tennessee 38004

(901) 835-2954

James Sneed

Housing rehabilitation specialist

Certified By: None

Inman Trucking Co., Inc.

P.O. Box 53
Brighton, Tennessee 38011

(901) 837-0161

Wanda C. Inman and Darlene Boswell

Trucking and hauling

Certified By: TDOT

UNION COUNTY

Merritt Construction Company

304 S. Ridgecrest Drive
Luttrell, Tennessee 37779

(865) 992-8177

June Merritt

General - municipal water and sewer lines,
residential - heavy construction

Certified By: TDOT

WARREN COUNTY

Brenda Eagle Trucking, LLC

Eagle Trucking Co., Inc.
1191 Miriah Drive
McMinnville, Tennessee 37110

(931) 668-5518

Brenda Eagle

Hauling of dry goods, trucking, transportation
services

Certified By: TDOT

C & M Trucking Co.

312 Beersheba Street
McMinnville, Tennessee 37110

(931) 473-3513

Mary Hillis

Trucking (hauling road building and construction
materials)

Certified By: None

Elaine Rains Construction

494 Old Shelbyville Road
McMinnville, Tennessee 37110

(931) 473-6646

Elaine Rains

Construction, residential (only)

Certified By: TDOT

Officer and Associates, Inc.

5493 Sparta Hwy., P.O. Box 225
Rock Island, Tennessee 38581

(931) 815-2775

Charles Officer

Aggregate construction and trucking

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

WASHINGTON COUNTY

Kyle Construction Company

3701 Deepwood Drive
Johnson City, Tennessee 37601

(423) 282-0084

Glen Kyle

Residential - rehab

Certified By: OMBE

Ollen Clark Construction Company

P.O. Box 3307
Johnson City, Tennessee 37602

(423) 282-3611

Virginia Clark

General construction

Certified By: None

WAYNE COUNTY

Enviroworks, Inc.

P.O. Box H, 100 East Pillow Street
Clifton, Tennessee 38425

(931) 676-3500

Travis Berry French
Billie Wayne Slaughter

Utility contractor, commercial – electrical, grading
site work

Certified By: None

Rod's Paving Company

1825 Natural Bridge Road
Waynesboro, Tennessee 38485

(931) 722-4016

Kenny Ray Rodriguez

Driveways, asphalt, hauling of dirt and sand

Certified By: TDOT

Volunteer Sod & Seeding, Inc.

Route 1, Box 33
Strawberry Farm Rd.
Lutts, Tennessee 38471

(931) 724-5170

Sheila McFall

Landscaping, erosion control

Certified By: OMBE

WHITE COUNTY

CJM Enterprises

P.O. Box 6268
Sparta, Tennessee 38583

(931) 738-9644

Marilyn Carlson

Clerical bookkeeping, computer services and heavy
equipment transfer and hauling

Certified By: TDOT

Gardenhire Construction Company

P.O. Box 236, Rt. 9, Oakwood Drive
Sparta, Tennessee 38583

(931) 738-3868

Gary Gardenhire

Highway construction, gravel, rock, concrete,
landscaping, grassing, masonry, grading, pavement
sealing, carpentry

Certified By: TDOT

McKendree Construction, Inc.

Route 1, Box 71A
P.O. Box 814
Sparta, Tennessee 38583

(931) 761-3760

Barbara McKendree

Inlets, catch basins, manholes, curbs

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Officer and Associates, Inc.

5493 Sparta Hwy., Box 225
Rock Island, Tennessee 38581

(931) 815-2775

Charles Officer

Aggregate construction and trucking

Certified By: TDOT

Moran Contractors, Inc.

118 Beasley Drive
Franklin, Tennessee 37064

(615) 794-5156

Harriet Moran Greet

Street patching, painting lines, street markings

Certified By: None

WILLIAMSON COUNTY

Benchmark Group, Inc.

155 Franklin Road, Suite 140
Brentwood, Tennessee 37027

(615) 661-4914

Judy B. Cline

Employment and labor services

Certified By: OMBE

Fischbach Transportation Group

Box 681447
Franklin, Tennessee 37068

(615) 377-3130

Gillian L. Fischbach

Traffic engineering and planning

Certified By: TDOT

Lockwood Construction, Co.

P.O. Box 588, 1222 West Main St.
Franklin, Tennessee 37064

(615) 794-8465

Kaye Lockwood

Aggregate construction, concrete, excavation,
embankment, building, moving, clearing, grubbing,
joint sawing and sealing, and retaining walls

Certified By: TDOT

Stormwater & Hydrologic Eng.

909 Steeplechase Drive
Brentwood, Tennessee 37027

(615) 371-8031

Fred Quinones

Environmental engineering hydraulic and studies

Certified By: None

TRC International, Ltd.

217 Ward Circle, Suite C
Brentwood, Tennessee 37027

(615) 661-7979

Surendra Ramanna

Architectural/engineering and consulting work

Certified By: TDOT

WILSON COUNTY

Atlantic Surveying & Mapping, Inc.

101-A Southside Drive
Lebanon, Tennessee 37090

(615) 444-1885

Robyn Jo Edwards

Land surveying

Certified By: TDOT

Directory of Minority and Female Contractors, Suppliers and Services

Robert and Cassie Construction

P.O. Box 70
Gladeville, Tennessee 37071

(615) 449-3540

Robert and Cassie Spickard

General contractor, excavation, embankment,
sanitary sewer

Certified By: TDOT

CDF Incorporated

P.O. Box 1221, 2636 Hartsville Pike
Lebanon, Tennessee 37087

(615) 449-3535

Donna Mosher

Bridge deck grooving

Certified By: TDOT

Kathy Freeman Trucking Company

P.O. Box 2122
Lebanon, Tennessee 37088

(615) 449-1777

Kathy L. Freeman

Trucking and hauling

Certified By: TDOT

K. W. Kidd Construction Co.

P.O. Box 914
Mt. Juliet, Tennessee 37122

(615) 754-9070 (615) 780-8523

Darryl Kidd

Earthwork, demolition, trucking, underground

Certified By: TDOT

Jemco, Inc.

Route 10, Leeville Road
Lebanon, Tennessee 37087

(615) 443-4605

Jennifer Mosher

Pavement grinding and grooving

Certified By: None

Linwood Construction Company

P.O. Box 285
Mt. Juliet, Tennessee 37122

(615) 754-8081

Kenneth Bailey

Road work, site grading, utilities

Certified By: TDOT

New South Contractors, Inc.

76 Martha Circle, Hwy. 109 at Hwy. 170
Lebanon, Tennessee 37090

(615) 444-8395

Mary Ellen Benward

Gravel, paving and underdrains

Certified BY: TDOT

Stanphills Trucking, Inc.

299 McCreary Place
Lebanon, Tennessee 37090

(615) 443-8564 (phone/fax)

Kim Stanphill

Commercial dump truck hauling

Certified By: TDOT

Tennessee Coatings, LLC

P.O. Box 1272
Lebanon, Tennessee 37088

(615) 443-7876

Diane Holt

Painting and wall coverings

Certified By: TDOT

Tennessee Telecom, Inc.

137 Southside Park Drive
Lebanon, Tennessee 37090

(615) 443-0040

Sue Singleton

Remarketer & quality repair of Northern Telecom
PBX & Key systems

Certified By: TDOT

The Phoenix Group of Mid. TN

311 South College St.
P.O. Box 1401
Lebanon, Tennessee 37087

(615) 449-5270

Darlene Craighead

Concrete underdrains and paving, water mains and
placement of steel

Certified By: TDOT

West Wilson County Concrete Company

Industrial Park, P.O. Box 147
Mount Juliet, Tennessee 37122

(615) 758-5686

James Pope

Ready-mixed concrete

Certified By: OMBE

Wilson County Concrete Co., Inc.

South College Street
Lebanon, Tennessee 37087

(615) 444-0454

James Pope

Ready-mixed concrete

Certified By: None